



ENERGY &
UTILITY SKILLS



Candidate Briefing Pack

CLIENT:	Energy and Utility Skills Limited
ROLE:	Chief Executive
PENNA CONSULTANT	Andrew Tromans (07805 226301 / andrew.tromans@penna.com)
APPLICATIONS DEADLINE:	Monday 3 rd February



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Welcome Letter

Dear Candidate,

Thank you for your interest in the position of Chief Executive at Energy & Utility Skills.

This is an exciting time to join us, as we enter a new strategic period that builds on our success and reflects the instrumental role we play in meeting the skills challenges and opportunities facing our sector.

As our Chief Executive, you will have the opportunity to lead an organisation that is at the forefront of delivering a safe, skilled, and sustainable workforce for some of the UK's most strategically important industries, as well as the UK's net zero and sustainability ambitions.

You will be responsible for the delivery of our strategic priorities, that include growth in income and influence. To do this you will engage with senior stakeholders across the industry and government, and ensure that we continue to be the trusted voice on skills for the energy and utilities sector.

You will oversee a team of over 75 dedicated professionals and drive the execution of our four strategic pillars:

- **Employer of Choice:** Attracting, developing, and retaining the best diverse talent.
- **Skills Voice of Industry:** Positioning Energy & Utility Skills as the leading authority on green skills within government and industry.
- **Convene & Collaborate:** Setting industry standards, driving best practice and innovation to meet existing and future skills needs and emerging green priorities.
- **Service Excellence:** Enhancing membership engagement and continuing to deliver high-value services across the sector.

In addition to overseeing these key strategic pillars, you will have the opportunity to work closely with the UK government, shaping skills policy to make a tangible impact on workforce sustainability.

This role calls for an experienced, commercially-focused leader who can finesse and deliver our next three-year strategy. You will need to bring a deep understanding of the skills system and policy landscape, as well as the ability to engage with senior stakeholders, including ministers and industry leaders.

You will bring a proven track record of strategic leadership and stakeholder engagement. You will be adept at navigating the skills regulatory environment and delivering sustainable commercial growth, all while maintaining the high standards of service and credibility that Energy & Utility Skills is known for. Your role will be pivotal in ensuring that the energy and utility industries are equipped to meet their future skills challenges.

So, if you are passionate about making a difference, delivering strategic growth, and shaping the skills these essential industries need, we would love to hear from you. This is an opportunity to make a lasting impact on both the future workforce and skills needs of the UK's energy and utilities sector.

We look forward to receiving your application.

Best regards,

Tracey Matthews
Interim Chair, Energy & Utility Skills



Vision, Purpose, Values & 2030 Goals

Skills for a greener world

Delivering a safe, skilled and sustainable workforce with energy and utility industries



Employer of Choice

We are proud to represent our business, work as a team to achieve our vision and live our culture and values. An inclusive organisation that attracts, develops and retains the very best and diverse talent available.



Skills Voice of Industry

As specialists, we work with partners to define skills needs and the impact of the greener economy, providing an authoritative skills voice. The 'go-to' specialist organisation for greener skills issues for Government, Agencies, Industry and press.



Convene & Collaborate

We set industry standards, drive best practice and innovate to meet existing and future skills needs and emerging green priorities. Diversification into targeted new market areas complete, with new services tailored to meet greener skills needs.



Service Excellence

We provide high quality, industry-focused, specialist services that are recognised for their relevance, consistency and reliability. We attract and retain high membership levels and industry draws extensively on our specialist services.



Advert

Group Chief Executive, Energy & Utility Skills Ltd

Salary: Circa £150,000 + Benefits

(Hybrid-working, alternative / flexible working options are available)

A unique opportunity to lead an organisation at the forefront of a critical sector transformation, contributing to the UK's sustainability goals.

The role

As Group Chief Executive of Energy & Utility Skills you will lead an organisation that sits at the heart of the UK's clean energy and utilities transition. In this pivotal role you will be tasked with advancing strategic priorities that ensure the sector's workforce is prepared for future demands.: Your key responsibilities will include:

- Ensuring the sustainable growth of Energy and Utility Skills and its continued impact on the workforce across the energy and utilities industries.
- Engaging with senior stakeholders at the highest levels across industry and government, influencing the skills agenda and positioning Energy and Utility Skills as the go-to organisation for skills in the sector.
- Delivering Energy and Utility Skills' four strategic pillars: Employer of Choice, Skills Voice of Industry, Convene & Collaborate, and Service Excellence.
- Driving organisational performance, fostering a culture of excellence, innovation, and service delivery that meets the evolving needs of the sector.

Energy and Utility Skills

Energy & Utility Skills has a clear purpose, to deliver a safe, skilled and sustainable workforce with energy and utility industries. As the industry skills voice and standard setting body, achieving this purpose supports our vision of skills for a greener world.

At the forefront of the skills agenda, Energy & Utility Skills is supporting critical sectors in their journey towards net-zero and environmental sustainability. An Ofqual-regulated awarding organisation we deliver trusted industry standards and services, including technical and safety-related qualifications and end point assessments. These services help employers attract, develop and retain the workforce needed today, and identify emerging industry skills needs.

Candidates

This role calls for a leader with a proven track record in delivering sustainable commercial growth, who can adeptly navigate political environments and influence decision-making at the highest levels. Your strategic vision, combined with exceptional stakeholder management skills, will ensure that the UK's energy and utilities industries are well-equipped to meet future challenges. A deep understanding of the skills agenda is essential for success in this role.



Next Steps:

This is a rare opportunity to lead an organisation at the forefront of a critical sector transformation, directly contributing to the UK's sustainability goals. If you are passionate about making a lasting impact, we would love to hear from you.

For a confidential discussion, please contact Andrew Tromans at 07805 226301 or andrew.tromans@penna.com.

Applications should be submitted via <https://execroles.penna.com> by *Monday, 3rd February* including a CV and a cover letter outlining your suitability for the role.

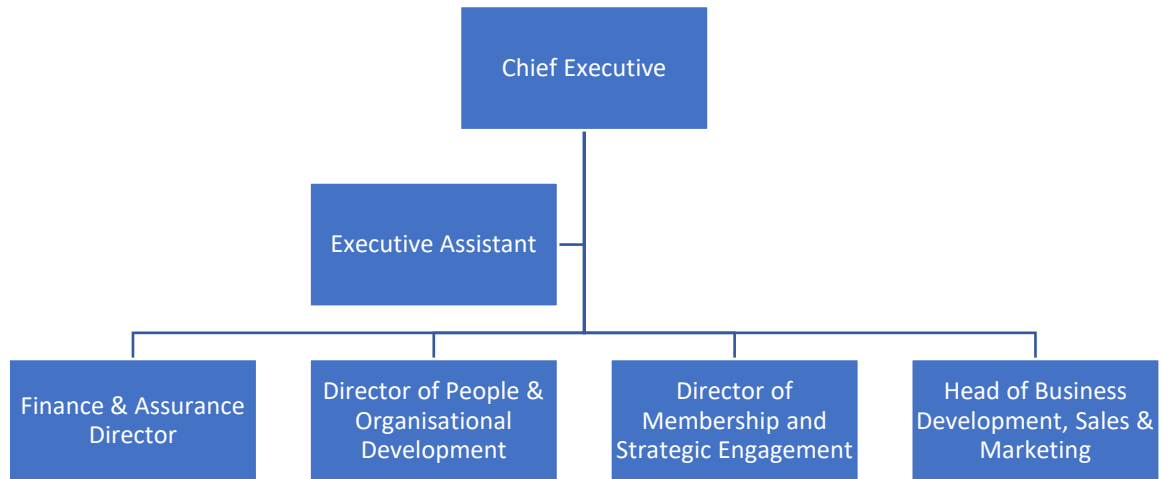
Energy & Utility Skills Limited is an equal opportunity employer.

Visit www.euskills.co.uk for more information.





Structure Chart





Role Profile

Role:	Chief Executive, Energy & Utility Skills
Location:	Solihull (whilst hybrid working arrangements are available, the role will require circa 3 days / week between Solihull and London)
Salary:	£150,000
Benefits:	Up to 40% bonus potential, car allowance (£6k), Long Term Incentive Plan, Private Medical Allowance, Contributory Pension Scheme, Life Assurance (4 x salary)

Role summary

Everyday over 68 million people in the UK rely on the energy and utility industries to provide services that are essential to the health, safety and prosperity of every person and business in the UK. These industries are central to the achievement of the UK's net zero and sustainability ambitions to reduce carbon emissions and to protect and enhance our environment.

Energy & Utility Skills has a clear purpose, to deliver a safe, skilled and sustainable workforce with energy and utility industries. As the industry skills voice and standard setting body, achieving this purpose supports our vision of skills for a greener world.

We collaborate with industry and strategic stakeholders to provide the skills voice of energy and utility industries, positioning us at the heart of the UK Government's planning for the development and delivery of clean energy jobs and environmental sustainability. Our industry services focus on technical and safety-related skills, including membership and industry developed schemes. We are an Ofqual-regulated awarding organisation delivering end point assessment and qualifications. These services help employers attract, develop and retain the workforce needed today, and identify the emerging industry skills needs.

Based in Solihull and employing over 75 staff, Energy & Utility Skills is a company limited by guarantee with its profits reinvested in support of our vision and purpose. With a turnover of £9m, the company has achieved year on year above budget financial performance. Our strategy sets clear long-term goals across four strategic pillars:

1. **Employer of Choice.** An inclusive organisation that attracts, develops and retains the very best and diverse talent available.
2. **Skills Voice of Industry.** The 'go-to' specialist organisation for green skills issues for Government, Agencies, Industry and press.
3. **Convene & Collaborate.** Setting industry standards, driving best practice and innovation to meet existing and future skills needs and emerging green priorities.
4. **Service Excellence.** We attract and retain high membership levels and industry draws extensively on our unique industry services.

With a strategy that builds on our success and reflects the instrumental role we play in meeting the skills challenges and opportunities facing our industries, this is a really exciting time to join Energy & Utility Skills.



Key accountabilities:

- Leadership of the company's strategy of sustainable commercial growth, ensuring successful delivery of income at target margin levels
- Politically adept, the CEO will engage with senior stakeholders from across the sector and UK governments to support employers in ensuring workforce sustainability in a changing skills agenda.
- Drive leadership performance, delivering outstanding organisational capability, employee engagement and customer service.
- Support and guide senior sector leaders in the delivery of the Energy & Utilities Skills Partnership priorities.
- Maintain the company's high level visibility through thought leadership and skills voice.
- Oversee regulatory compliance, ensuring the company meets its obligations to all regulatory bodies, including but not limited to Ofqual.

Essential experience:

- An exceptional and commercially focused CEO or senior director with a demonstrable record of delivering sustainable commercial growth in a medium sized enterprise.
- Proven track record of leading vision, strategy and delivery, building engaged leadership teams that deliver.
- Understanding and experience of working at an executive level within the regulated skills environment.
- Significant experience of influencing senior stakeholders including employers and government.
- Delivery of commercial solutions that meet customer requirements.
- Demonstrable experience of leading high performance, defining strategic goals and targets, measurement systems and articulating success to a board.

Desirable:

- Experience of working collaboratively in a complex stakeholder environment, with the credibility to work with stakeholders at strategic levels.
- Experience of working within a membership organisation; determining business provision that meets industry requirements.
- Understanding of the utilities sector and/or the sector's workforce skills landscape.

Essential skills:

- Highly articulate with exceptional listening, interpersonal and relationship management ability
 - Outstanding leadership and communication skills
 - Clear customer/employer ethos with the ability to engage in a persuasive manner with customers and senior stakeholders
 - Excellent financial management capability consistent with running a business of this size and turnover
 - Able to create a values driven and inclusive culture with experience of developing engaged teams that deliver results.
 - Tenacious and clear thinking; ability to evaluate and deliver against short, mid and long-term planning horizons.
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How To Apply

This guidance contains important information to help with your application:

- Please apply by submitting a CV and Cover Letter (no more than four sides of A4 in length per document aligned to the person specification). Please also include your contact details.
- Please ensure your full employment history is outlined in your CV; where there are essential criteria, competencies and/or qualifications please make clear how you meet these. We may wish to verify this information during the recruitment process.
- Please provide the details of two referees. Note that we will only approach referees for candidates proceeding to final selection and only with your permission. Please clearly indicate whether we can approach each referee before the selection date.
- Please share with us in your Cover Letter the values and behaviours that you bring to your leadership, and how you will transfer your skills and experience into this role.
- Please complete the Equal Opportunities Monitoring Form when you upload your details.
- Please return your application by the closing date – no applications will be accepted once the long listing process has begun.
- Following shortlisting, you will be contacted directly by a Penna consultant to update you on the status of your application.
- Please contact Andrew Tromans on 07805 226301 for a confidential discussion or for any information, insight or guidance about either the role or recruitment process.

Please note the key dates in the recruitment process:

Closing Date	Monday 3 rd February
Interviews (in person, in Solihull)	February 2025 (TBC)

To apply for this role, please visit the following link to upload your CV and Cover Letter:
<https://execroles.penna.com>