

NOW:
Pensions

Director of Public
Affairs and Policy



Headlines

Title:	Director of Public Affairs and Policy
Salary:	Competitive base plus 15% Bonus, 10% Pension, Medical, and Life Insurance
Location:	Flexible / London
Reporting to:	Chief Commercial Officer
Mission	To help everyone save for a more financially secure future. We believe in a pension system that benefits everyone. By highlighting inequalities and campaigning for change, we're helping people who save get the retirement and financial outcomes they deserve.
Website:	www.nowpensions.com



About us

NOW: Pensions is an award-winning UK workplace pension provider. We look after the pension savings of millions of members on behalf of tens of thousands of companies from a wide range of industries.

We provide a workplace pension with independent governance to employers of all sizes across the UK and help payroll bureaus, and financial advisers support their clients.

As a sustainable and responsible pension provider, we believe that getting positive investment outcomes and investing for a better world go together. For some years now we've been increasing our focus on responsible investing (RI). This means investing in companies that have stronger sustainability characteristics, lower carbon footprints and achieve good standards on environmental, social and governance (ESG) factors.



About the role

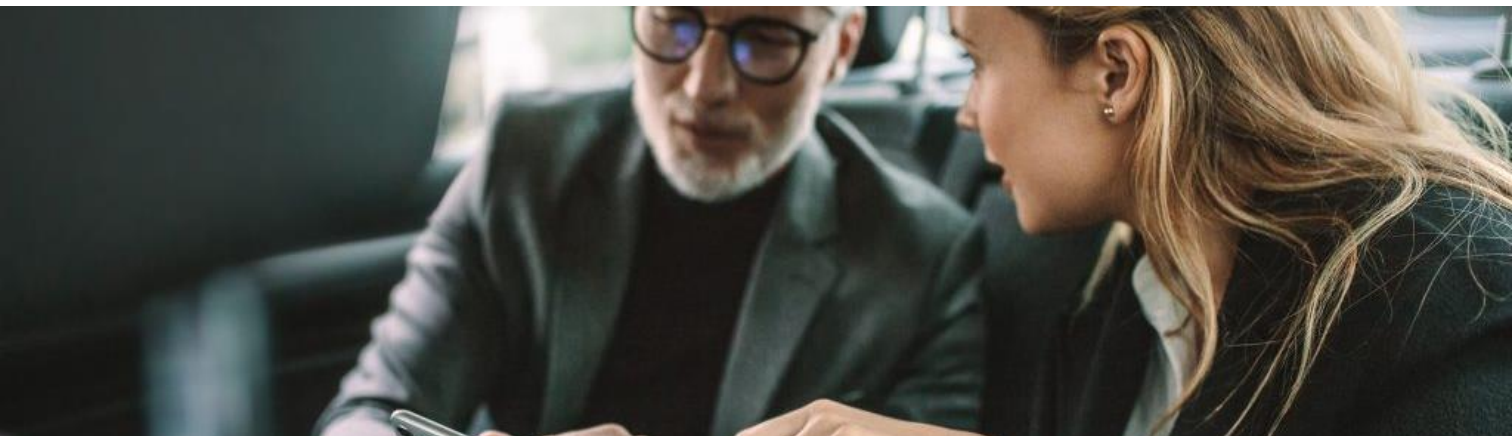
Working at NOW: Pensions isn't like anywhere else. We're a little different to other financial services firms, and we like it that way.

We are looking for an experienced Director of Public Affairs and Policy with an excellent track record of policy influencing, and with extensive political contacts to join the commercial team.

As part of your role, you will be responsible for the creation of our strategic policy proposals, developing high quality policy outputs and responding to Government initiatives on a range of policy issues. These will include playing a leading role in our work to eradicate inequalities in the pension system such as the gender pensions gap, influence changes to improve member outcomes and make our business more sustainable, and developing commercial public affairs strategies. This role predominantly sits within the NOW: business, however, you will also be required to work with senior leaders on the Group level and contribute towards their policy and public affairs agenda.

The role reports into the Chief Commercial Officer and has a close working relationship with the Chief Executive Officer, the wider executive board, and the Group Board. You will also be expected to work closely with the PR and campaigns team, and also, where appropriate work with the Group Head of Communications for [Cardano](#), to ensure a coherent approach with the media and brand strategy. In addition to your external policy work you will be Chair the Consultation Working Group which works closely with our Trustee and members of our legal and compliance functions.

You will identify policy issues by maintaining your knowledge of relevant policy areas and monitoring emerging issues to develop new policy ideas and solutions.



Responsibilities

The Director of Public Affairs and Policy will:

- Maintain a detailed stakeholder map of national decision makers and their influencers in Government, and seek to develop and maintain a personal network of key decision makers in order to build awareness of NOW: positions.
- Manage the work of public affairs agencies/consultants brought in by the business for specialist projects – ensuring timely delivery to a high standard, compliance with agreed KPIs and to budget.
- Monitor political and policy developments, adapting policy material and writing briefings as well as building relationships with relevant stakeholders including parliamentarians and policymakers.
- Ensure a considerable focus on proactively increasing the organisation's profile across external affairs; building trust and deepening relationships with: government officials; advisors; MPs; think tanks; NGOs; academia; senior industry leaders; and other key influencers.
- Work closely with NOW's senior leadership team and the Trustee directors ensuring that they are both involved and informed as appropriate.



Skills

Required skills include:

- Educated to degree level or equivalent.
- Deep knowledge of the pension landscape, understanding of pension legislation and how it relates to the firm's commercial agenda.
- 10+ experience in a senior strategic capacity.
- Excellent communicator, able to think on your feet in live situations.
- Broadcast media experience including live appearances on both television and radio.
- Ability to work within a committee, gathering support for your key initiatives and securing appropriate priority for them.
- Highly collaborative style - able to interact with colleagues at all levels, across the organisation.
- Strong sense of commercial acumen, demonstrated by association with projects, ideas and developments that have delivered additions to a company's profit generation.



Skills

- Knowledge of the pensions market and current developments therein.
- Extensive, practical experience of both the development of policy frameworks and individual policy positions.
- Demonstrable experience in influencing policy outcomes for the pensions sector.
- Excellent verbal and written communication skills - comfortable in delivering presentations up to and including board level.
- Well-organised - able to manage a number of tasks in parallel, whilst ensuring that these are completed to time and quality.
- A self-starter - persistent and resilient.
- Capabilities: influencing and engaging skills, politically astute, results orientation, build strategic networks and transversal collaboration, challenge the status quo and able to think out of the box, navigate complexity.

Desirable skills include:

- Actuary.
- PMI qualified.
- Prior experience as a pensions trustee.
- Portfolio of highly respected published works demonstrating thought leadership and analytical capabilities within the pensions arena.



About you

We're looking for someone with high energy, confidence, and enthusiasm; a great networker who gets things done.

You must already be well-connected, with an inside-out knowledge of government, drawing on new and already established links to proactively seek out new opportunities to maximise the positive impact of NOWs lobbying agenda.

You should be focused, highly motivated and have outstanding written and influencing skills. Whilst having no direct reports initially, The Director of Policy and Public Affairs will be assisted by the PR and Campaigns Manager, draw on the expertise of the business, including the executive and group boards and be supported by our dynamic and collaborative marketing and communications team.

You should be commercially minded, helping us to develop leading public affairs strategies that, if effective, will influence the bottom line. This may be in terms of generating revenue or protecting it.



Candidate specification

You will have the intellectual capacity and curiosity to seek out and develop the best ideas for doing this and the communication and strategic leadership skills to work across the organisation to create compelling evidence-based policy proposals that stand a good chance of coming to fruition.

You will build and maintain relationships with government officials, the media, other AE organisations, think tanks and stakeholders in the AE pension field to develop and promote NOWs policy and campaign objectives and build consensus.

This is a role demanding strategic thinking, operational resilience and highly developed communications and writing skills, but most importantly an ability to reach and engage politically important individuals in government and across the pensions sector.



Next steps

Ellwood Atfield recruits for organisations that are seeking to influence their external environments.

To apply for this role, please send your **CV and supporting statement** to geraldine.h@ellwoodatfield.com

Following interviews with Ellwood Atfield successful candidates will be invited for interview with NOW: Pensions.

We are committed to diversity and proud that, in acting for our clients, we select candidates regardless of race, sex, sexual orientation, disability, religion or belief, being or becoming a transsexual, being pregnant, married or in a civil partnership and age. Please contact Geraldine Hetherington or Gavin Ellwood for an initial discussion.



Geraldine Hetherington is a Board Director of Ellwood Atfield and qualified solicitor. With sixteen years' headhunting experience she specialises in senior appointments. Prior to this Geraldine was the Chief Operating Officer of Hudson Global, Inc. in the UK and the former HR Director of Monster and TMP.

07540 726 238 geraldine.h@ellwoodatfield.com



Gavin Ellwood is the founder of Ellwood Atfield and has twenty five years' headhunting experience. He advises the Boards of a diverse range of organisations and global brands on the appointment of communications and advocacy experts. Gavin is a Past Master of the City of London Company of Communicators.

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