



Headlines

Title: Director of Policy

Reporting to: Director General

Remuneration: Competitive six figure salary plus excellent benefits

Location: Chancery Lane, London / Hybrid

Job purpose: To ensure the BVCA strengthens the case of the venture capital and private equity investment model to government, policy-makers and regulators, as a credible interlocuter in public policy matters impacting and related to the private capital sector.

The Director of Policy will also be a senior leader within the association and part of the Senior Management Team.

Further reading: [Website](#)
[BVCA Key Policy Areas](#)
[Annual Review 2021-22](#)



About the BVCA

The British Private Equity & Venture Capital Association (BVCA) is the voice of private capital in the UK.

We are the industry body and public policy advocate for the [private equity](#) and [venture capital](#) industry in the UK. We have been acting on behalf of this community for almost 40 years, enabling it to uphold its vision and achieve its goals, as it has moved from a niche part of the investment community to being a mainstream part of the wider economy. We actively represent this diverse community of long-term investors enabling them to speak with one clear and consistent voice to wider society, including the Government, media and MPs.

The BVCA engages with and supports the private capital community, connecting institutional investors, fund managers, portfolio companies, advisers and service providers. Our [membership](#) comprises more than 700 firms, including over 325 private equity and venture capital businesses, over a hundred institutional investors and more than two hundred professional services firms. Our role is to be the unrivalled forum where the industry gathers to network, learn and address a wide range of issues; of equal importance, we represent the industry to key stakeholders in government, Parliament, the media and elsewhere through the advocacy delivered by our policy and external affairs departments.

Our members are active long term investors who engage with their portfolio companies so that they grow and achieve their long-term ambitions – beyond the returns to investors (which typically out-perform the public markets), this also creates value for the country, economically and socially. Over 2 million jobs in the UK are backed by private equity and venture capital – many of these are the jobs of the future in high-growth sectors like biotech, software and clean energy, but equally important are those in more established parts of the economy where private capital galvanises the competitiveness and productivity of the companies they invest in. For the UK as a whole, the industry helps to attract investment and talent from around the world to the UK.

Role Responsibilities

The Director of Policy is responsible for leading the BVCA's response to a wide range of policy challenges facing the industry from a legal, tax, accounting, reporting and regulatory perspective in the UK and by working closely with our partners in Europe. They will work to raise the profile of the BVCA and the PE/VC industry by strengthening relationships with stakeholders including members and external stakeholders, including government teams, regulators and other industry bodies.

As part of the Senior Management Team (of 6 directors), the Director of Policy reports to the Director General, who is accountable to the board for the delivery of the Association's strategy and its operational performance. In turn the Director of Policy will lead a team of technical experts and work with member committees and the Director of External Affairs to deliver the policy advocacy requirements necessary to deliver the BVCA strategy.

Note that the policy team works with a separate public affairs team on MP and Parliamentary engagement.

The remit for this role is primarily focused on the UK, but also includes initiatives and developments driven by the EU and other international bodies and jurisdictions. Further responsibilities include:

- Shape the development and implementation of policy designed by government or regulators to ensure that it takes account of the needs of the UK venture capital and private equity industry.
- Lead the policy advocacy for, and raise the profile of, the industry and on strategically important issues with government departments, regulators and other key stakeholders. These include the Business Department (BEIS), the Treasury, HMRC, FCA, FRC the CMA and relevant parliamentary committees. The role involves leading key stakeholder meetings, speaking at BVCA and external conferences and handling queries from industry media.

Role Responsibilities

- Develop transparency initiatives for the industry, at the heart of which is leading the liaison with the independent Private Equity Reporting Group, the reports it publishes and promoting compliance with what are known as ‘the Walker Guidelines’.
- Develop and lead strategic initiatives related to the BVCA as an Association and the broader industry, such as those related to diversity, ESG, creating a more competitive environment for private equity and venture capital firms and increasing access to investor capital.
- Engagement with BVCA members to demonstrate member value and to encourage involvement in our work. This includes discussing tax, legal, regulatory, accounting and reporting matters, as well as the broader industry issues (e.g. Diversity, ESG) mentioned above, that affect them, their investors and portfolio companies.
- Responsibility for all policy and technical publications, including the BVCA website, and related events.
- A key role in the Senior Management Team, with wider responsibilities to support the strategic objectives and operational plans of the BVCA, in addition to providing directors, and the board, with technical expertise and industry knowledge.



Essential Skills and Experience

The ideal candidate will possess the following skills and experience:

- Expertise in and knowledge of the highest levels of the UK political system and regulatory landscape.
- An expert understanding of the broad regulatory, legal and tax framework within which the industry operates, an appreciation of issues it faces and an ability to influence key stakeholders and deliver advocacy at the highest level.
- A background in policy development and advocacy or regulatory background to be able to lead on the key policy areas and draw the best from the other policy experts in the department.
- An ability to analyse and synthesise technical issues and then communicate effectively with colleagues, members and external stakeholders, of different degrees of technical awareness and interest, in person and in writing.
- A confident relationship builder, able to build and maintain positive, collaborative relationships internally and externally at all levels.
- Ability to work in a small organisation with the ability to deliver strategic thinking and leadership while maintaining a hands-on approach.



Why work for the BVCA?

The BVCA Executive comprises a diverse range of staff unified in their aim to drive forward the industry and actively demonstrate its impact to the Government, media, and the public at large and to reinforce the crucial role our industry plays in the global economy.

We support an environment that is based on merit and inclusiveness, where all employees can develop their full potential, irrespective of their race, gender, marital status, age, disability, religious belief, political opinion or sexual orientation.

By joining the BVCA you will:

- Be part of the leading trade body for the private capital industry in the UK, supporting the growth of the industry and deepening the understanding of external stakeholders to the benefit of the industry.
- Join a senior team of directors delivering a strategy focused on ensuring the industry is properly represented in a fast-changing policy and political environment and is properly equipped to deal with those changes.
- Lead and develop a team of talented and committed professionals.
- Experience a friendly, engaged, and passionate work environment (with regular social activities) with a supportive culture.
- Receive a competitive salary, reflecting the technical requirements and seniority of the role, and a performance-related discretionary bonus.
- Enjoy important benefits: 25 days holiday in addition to Bank Holidays; a 10% non-contributory pension; non-contractual day off for your birthday.
- Receive life and medical benefits: life assurance (4 times salary); private medical Insurance for you*; health cash plan*; critical illness and income protection insurance*; employee Assistance Programme – includes Mental Health support, Virtual GP, Nutrition advice and Financial wellbeing.
- Have access to other benefits: interest free season ticket loan; corporate discounts; reimbursement of up to 2 professional institutes; generous support for professional and personal development.

Next steps

Ellwood Atfield recruits for organisations that are seeking to influence their internal and external environments. We are specialist head-hunters recruiting communications, public affairs, corporate affairs, sustainability, policy, regulatory, and media relations professionals.

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 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.

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Gavin Ellwood is the Founder of Ellwood Atfield and has over 25 years' headhunting experience. He specialises in the appointment of senior leaders and advises the boards of a diverse range of global organisations on the appointment of communication and advocacy experts. Gavin is a Past Master of the City of London Company of Communicators.

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