Candidate Information Pack

Ofcom (Office of Communications)

Chief Executive

Ref: 1907-002L
Our Client

The UK’s communications industries are among the fastest growing and most important in our economy. Consumers, citizens and businesses rely on communications services every day, from the internet and mobile phones to television, radio and post.

As the communications regulator, Ofcom is delivering vital work to shape the communications services of today and tomorrow – from helping the UK be a world leader in 5G mobile, to encouraging investment in ultrafast broadband and maintaining content standards in the digital age.

Ofcom is increasingly working in the online space too. This includes regulating on-demand video, raising awareness of online harms and ensuring networks are resilient to cyber-threats. And all of Ofcom’s work is evidenced by its world-class research.

Ofcom operates under a number of Acts of Parliament, including in particular the Communications Act 2003. Ofcom must act within the powers and duties set for it by Parliament in legislation. Ofcom’s principal duty under the Communications Act is to further the interests of citizens and consumers, where appropriate by promoting competition. Ofcom also has duties under the Digital Economy Act 2017 and the Postal Services Act 2011. Since 2017, Ofcom has been the regulator of the BBC, as set out in the Royal Charter.

Ofcom’s main legal duties are to ensure that:
- the UK has a wide range of electronic communications services;
- radio spectrum is used in the most effective way;
- a wide range of high-quality television and radio programmes are provided by a range of different organisations, appealing to a range of tastes and interests;
- people are protected from harmful or offensive material, unfair treatment and invasion of privacy on television and radio; and
- the universal service obligation on postal services is secured in the UK.

Meeting Ofcom’s duty is at the heart of everything it does, as set out in Ofcom’s vision: Making Communications Work for Everyone.

For further information about Ofcom, including its Annual Plan and latest report and accounts, the full range of activities it covers and the household names it works closely with, please visit the website at www.ofcom.org.uk.

The current Chief Executive of Ofcom, Sharon White, has led transformational change in the areas of policy, culture, diversity and effectiveness at Ofcom and she will step down in late 2019/early 2020, having secured a leading role in one of Britain’s best-known businesses. The work to transform Ofcom for the digital age continues and Ofcom seeks to appoint a new leader to take this forward.

The appointment will be made by Ofcom, with approval by the Secretary of State for Digital, Culture, Media and Sport (DCMS).
The Board

The Board is currently structured as follows:

**Executive Directors:**
- **Sharon White,** Chief Executive – appointed to the Board March 2015
- **Jonathan Oxley,** Group Director, Competition – appointed to the Board January 2015

**Non-executive Directors:**
- **Lord Burns,** Chairman – Appointed to the Board January 2018 *
- **Maggie Carver,** Deputy Chairman – Appointed to the Board September 2018 *
- **Ben Verwaayen,** Non-executive Director and Chair of the People Committee – Appointed to the Board January 2016 *
- **Tim Suter,** Non-executive Director – Appointed to the Board October 2017 *
- **Graham Mather,** Non-executive Director – Appointed to the Board June 2014 *
- **Bob Downes,** Board Member for Scotland – Appointed to the Board February 2018 *
- **Dr Angela Dean,** Non-executive Director and Chair of the Risk and Audit Committee – Appointed to the Board September 2018 *
- **David Jones,** Board Member for Wales – Appointed to the Board April 2019 *

* Member of People Committee
+ attends Risk & Audit Committee
# Member of Risk & Audit Committee

The Board provides strategic direction and ensures that Ofcom’s statutory requirements and public service remit are fulfilled. Full Board bios are listed in Appendix I.

Ofcom has 900 employees with offices located in London, Edinburgh, Cardiff and Belfast (as well as other UK sites).

The Role

The Ofcom Board is looking for an exceptional leader with considerable skill, experience and strong sense of social purpose to deliver its mission – ensuring people and businesses across the UK have access to high quality, affordable communications services (TV, mobile, broadband and post).

In particular, the individual must demonstrate three important qualities:

- **An exceptional intellect and curiosity**, to cover a wide breadth of issues. Candidates will need to demonstrate the ability and dexterity to set direction for complex issues in a fast-moving commercial and regulatory environment. They must put the interests of people and businesses at the heart of Ofcom’s decision making.

- **Highly effective leadership skills**, and a role model for Ofcom’s values - able to inspire, communicate with and engage the public, colleagues and stakeholders. Candidates should be able to demonstrate successful leadership of change, the development and empowerment of diverse teams, and the ability to build strong relationships with senior stakeholders.

- **Political acumen**, an understanding of the public policy and economic environment in which Ofcom and the companies it regulates operate. Candidates will need to demonstrate the ability
to engage at the highest levels of Government, while maintaining absolute political neutrality at all times.

**Key Responsibilities**

▪ Lead the organisation to deliver its mission of making communications work for everyone, developing a culture where the organisational values (empowerment, collaboration, agility and excellence) are consistently applied across the board.

▪ Build and lead diverse teams with the right mix of skills and expertise and develop a strong pipeline of talent.

▪ Ensure that Ofcom is equipped to anticipate and respond effectively to changes in technology, market structure and remit (e.g. new responsibilities for online platforms).

▪ Work closely with the Chairman and Board of Ofcom to provide effective oversight and guidance on critical policy and operational issues.

▪ Ensure that Ofcom has robust delivery plans in place that clearly articulate the risks and benefits for the wider public and consumers of upcoming decisions.

▪ Direct Ofcom’s overall engagement with key stakeholders, in particular: business and consumer groups; the UK and nations Governments; the Westminster Parliament, National Assemblies and international institutions. Act as the organisation’s public face and ambassador.

▪ Strengthen public confidence in Ofcom, ensuring that decisions are transparent and effectively communicated externally.

▪ Discharge effectively the duties of Accountable Officer ensuring that public money is used in a cost-effective way and strong financial controls are in place.

**Desired Experience**

▪ Experience of operating at Board or Executive Committee level.

▪ Experience of senior-level stakeholder engagement within industry or the public sector.

▪ Experience of being in a public facing role requiring media appearances or other external engagement.

▪ Experience of building a collaborative, high performing and diverse senior team.

▪ Experience of decision-making in a complex environment with competing trade-offs and a high degree of public scrutiny.

▪ Experience of some of the sectors that Ofcom regulates. An interest in all Ofcom’s sectors and the ability to develop an in-depth understanding is essential.

▪ Economics training and the application of that training to commercial or public policy decisions.

▪ Candidates from the public sector should have an interest in the commercial sector and competitive dynamics. Candidates from the commercial sector should have an interest in public policy issues and the policy process.
Key Skills and Personal Attributes

▪ Strong analytical and intellectual skills; commercially astute; comfortable to develop and articulate strategy options in often ambiguous circumstances.

▪ Clear focus on consumers and the wider public, with an absolute commitment to drive high levels of quality and service.

▪ Strong commitment to further the duties, mission, reputation and objectives of Ofcom as an independent regulator.

▪ Ability to lead, inspire and motivate Ofcom colleagues.

▪ An effective influencer and strong relationship builder with excellent communication skills; highly attuned listening skills.

▪ Scrupulously politically neutral and operates in line with the Seven Principles of Public Life (see Appendix II).

▪ Committed to diversity and inclusion within Ofcom and the sectors it oversees.

Remuneration and Other Benefits

The appointee will receive a remuneration and a benefits package aligned with our public body status, which is disclosable in our Annual Report and Accounts. The successful candidate would have the intention to serve for five years.

The details of the remuneration are:

Basic salary - £315,000;
Standard allowance - £15,000;
Pension – 20% of basic salary;
Annual Performance Bonus – Up to 20% of basic salary based on performance;
Private family medical insurance;
25 days holiday;

Other benefits as standard for all Ofcom colleagues.

Location of the role

The role is based in Riverside House, 2A Southwark Bridge Road, London.

National and international travel is expected.

Diversity and Inclusion

Ofcom welcomes diversity in all its forms and encourages applications from qualified candidates irrespective of ethnicity, age, disability or long-term conditions, gender/gender identity, sexual orientation, marital status, working patterns or religious beliefs.
Application Process

Russell Reynolds Associates is acting as the advisor to Ofcom on this appointment. Candidates should apply for this role to responses@russellreynolds.com, including the job title and reference (1907-002L) in the email subject line.

To apply, please send a copy of your:

- CV (no more than 3 pages);
- A statement of suitability (no more than 2 pages);
- Completed Diversity Monitoring form (included in this pack);
- Completed Declaration of Conflict of Interest form (included in this pack);
- A GDPR consent form (included in this pack), permitting the information you submit to be used as part of this process by Russell Reynolds, Ofcom and DCMS. Please note that only a small number of individuals involved in the process at these organisations will have access to this data.

This recruitment will be conducted in accordance with the Disability Confident Scheme. Applicants who wish to apply for consideration under this Scheme should make it clear by marking the appropriate box on the diversity monitoring form. If you require an adjustment at any stage of the recruitment process, email Lucy Ware (lucy.ware@russellreynolds.com) or call us on +44 20 7343 3682.

The Diversity Monitoring Form will not be seen by the Selection Panel.

The closing date for applications is Sunday 11th August.

The Selection Panel expects to select an initial longlist of candidates by the 21st August, who will then be invited to an initial interview with Russell Reynolds. The panel will then choose a final shortlist of candidates, and final interviews expected to take place in the week of the 16th September 2019.

The Secretary of State for Digital, Culture, Media and Sports approves the appointment.

If you are unable to apply through the website or require the candidate application pack in an alternative format such as Braille, audio recording or BSL, this can be provided on request. Please contact Lucy Ware at Russell Reynolds (lucy.ware@russellreynolds.com) or call us on +44 20 7343 3682.
APPENDIX I - Ofcom Board Biographies

Lord Burns, GCB (Chairman)
Lord Burns was appointed as Chairman of the Ofcom Board on 1 January 2018. He is also a Member of the Ofcom’s People Committee and attends the Risk and Audit Committee. He is a Special Adviser to Banco Santander SA, Chairman of the Young Classical Artists Trust and Vice Chairman of the Hay Festival of Literature and the Arts Ltd. In addition, Lord Burns is Chairman of the Mid Wales Music Trust and Vice President of the Royal Academy of Music. He is a former Chief Economic Advisor and Permanent Secretary to HM Treasury, Chairman of Santander UK plc, Channel Four Television, Marks and Spencer plc and Welsh Water, and an Independent Adviser to the Secretary of State on the BBC Charter Review.

Maggie Carver (Deputy Chair)
Maggie Carver was appointed to the Ofcom Board as Deputy Chair on 30 September 2018. She is a Member of Ofcom’s People Committee and Risk and Audit Committee. Maggie is Chairman of the Racecourse Association and, in this capacity, attends meetings of the British Horseracing Authority Board. She is also the Chairman of the Licoricia of Winchester Statue Appeal. Maggie has extensive experience as a non-executive director on the boards of 17 companies, public, private and not-for-profit. These include chairing news and programme provider ITN, multiplex operator SDN, and the British Board of Film Classification, as well as the boards of Channel 5 Television, RDF Media plc, Satellite Information Services, armed forces broadcaster BFBS, SSVC, and British Waterways.

Dr Angela Dean
Dr Angela Dean was appointed to the Ofcom Board on 30 September 2018. She chairs Ofcom’s Risk and Audit Committee and is a member of the People Committee. Angela is currently Chair of International House Trust, a member of Council of King’s College London, and a trustee of York Museums Trust. She is a Senior Independent Panel Member for Public Appointments. She was a former Managing Director of Morgan Stanley where she headed its global technology research team. She was a member of the Working Group of the United Nations Global Compact for corporate social responsibility issues in investment, a trustee of the Heritage Lottery Fund and a member of the Museums, Archives and Libraries Council.

Bob Downes
Bob Downes was appointed as the first Ofcom Non-Executive Board Member for Scotland in February 2018 and is acting as interim Member for Northern Ireland. He is a Member of Ofcom’s Content Board and People Committee. He is the current chairman of the Scottish Environment Protection Agency and he also chairs the Independent Oversight Board for ComReg and eir in Ireland; the Centre for Sensors Technology in Glasgow and Cryptic (an arts production house). Bob is also a Trustee of the Macintosh Campus Renewal Appeal for Glasgow School of Art.

David Jones
David Jones was appointed to the Ofcom Board on 8 April 2019 and is a Member of Ofcom’s People Committee and Risk and Audit Committee. David is currently a non-executive director of Aneurin Bevan University Health Board and is Chair of the Information Governance Committee. David is also non-executive director of the Welsh Revenue Authority and is a member of the Board of Qualifications Wales. In addition, he owns Public Services Digital, through which he offers his services as a consultant.
Graham Mather, CBE
Graham Mather was appointed as a Non-Executive Member of Ofcom’s Board in June 2014 and was re-appointed for a further four year term in June 2018. He is a Member of Ofcom’s People Committee. He was a member of Ofcom’s Consumer Panel from 2004 to 2008. He served as a member of the Monopolies and Mergers Commission and, between 2000 and 2012, was also a member of the Competition Appeal Tribunal. Graham is currently the President of the European Policy Forum and Chairman of its Regulatory Best Practice Group. He is a member of the Board of the Office of Rail and Road and is the director of both the Greenham Trust and the Pelican Cancer Foundation.

Jonathan Oxley
Jonathan Oxley joined Ofcom as Group Director, Competition in November 2014 and was appointed to the Ofcom Board as an Executive Director in January 2015. Before joining Ofcom, he was a Partner in PwC’s Strategy and Economics practice, specialising in telecoms, media and technology. In December 2018, Jonathan was appointed as the Chief Executive of the UK Regulators Network.

Tim Suter
Tim Suter was appointed as a Non-Executive Member of Ofcom’s Board in October 2017. He chairs Ofcom’s Content Board and is a Member of the People Committee. He was a BBC producer, editor and senior manager for 15 years and Head of Broadcasting Policy in the Department for Culture, Media and Sport in 2002, responsible for the Communications Act of 2003 and the creation of Ofcom. He joined Ofcom at its inception and left to found Perspective Associates, advising on media policy and regulation. He has also been a special advisor to the House of Lords Communications Committee, and the chair of an expert panel advising the Council of Europe. Tim is the chairman of the Intellectual Property Office Steering Board and is a founding partner in Communications Chambers.

Ben Verwaayen
Ben Verwaayen was appointed as a Non-Executive Member of Ofcom’s Board in January 2016. He is Chair of Ofcom’s People Committee. He is currently a General Partner at investment fund Keen Venture Partners and holds various Board positions, including at Akamai in the US and AkzoNobel in the Netherlands. He is a former Chief Executive of BT, KPN in the Netherlands, and Alcatel Lucent. He has also served as a Chairman of Endemol, and as a board member of the mobile operator Bharti Airtel in India.

Sharon White
Sharon White was appointed as Chief Executive and Accounting Officer of Ofcom in March 2015. Before joining Ofcom, Sharon had a long career in the civil service. She was Second Permanent Secretary at HM Treasury, responsible for overseeing the public finances. Before that, she held Board-level positions at the Ministry of Justice and the Department for International Development and has worked in the Prime Minister’s Policy Unit and in Washington DC as a senior economist at the World Bank. Sharon is an independent non-executive director of Barratt Developments plc and trustee of Sadler’s Wells Theatre.
APPENDIX II

The Seven Principles of Public Life

1. Selflessness
   - Holders of public office should act solely in terms of the public interest.

2. Integrity
   - Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

3. Objectivity
   - Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

4. Accountability
   - Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

5. Openness
   - Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

6. Honesty
   - Holders of public office should be truthful.

7. Leadership
   - Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.
Diversity and Inclusion Monitoring form

Name:

Providing your name allows us to monitor candidate diversity at each stage of the process. The details on this form will be kept separate from your application at all times and will not be seen by the selection panel.

Ofcom is committed to inclusivity and equality of opportunity regardless of ethnicity, gender, gender identity, sexual orientation, disability or long-term conditions, working patterns, age, marital status, maternity, religion or belief. Our vision is to Make Communications Work for Everyone, which makes diversity and inclusion central to how we do things.

By completing this monitoring form you will be helping Ofcom to ensure we are meeting the standards we have set ourselves for diversity and equality of opportunity. Please note that the form will be treated confidentially and handled by a very small number of people who are supporting the recruitment process. The data is aggregated, anonymised and is used for monitoring and reporting purposes, including internally and externally. This allows us to see whether our recruitment process is working fairly. The only exception to this is if you are disabled or have a long-term condition. If you share this with us (below) your application will be reviewed under the Disability Confident Scheme which means that you will be individually identified by a small number of people handling the recruitment. None of the diversity information you share with us will be seen by the selection panel.

Please mark the appropriate box with ‘X’

1. Age

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<th>25-29</th>
<th>30-34</th>
<th>35-39</th>
<th>40-44</th>
<th>45-49</th>
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2. Disability and/or long-term condition

Do you consider yourself to have a disability and/or a long-term condition such as arthritis, diabetes, dyslexia, depression, mobility condition, as examples?

Yes ☐ No ☐ Prefer not to say ☐

If you have answered yes, would you like your application to be considered under the Disability Confident Scheme?

Yes ☐ No ☐
3. Ethnic Origin

I would describe my ethnic origin as:

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box:

**Asian/Asian British**
- Indian [ ]
- Pakistani [ ]
- Bangladeshi [ ]
- Chinese [ ]

Any other Asian background, please write in:

**Black/ African/ Caribbean/ Black British**
- African [ ]
- Caribbean [ ]

Any other Black/A/Black British background, please write in:

**Mixed/multiple ethnicity**
- White and Black Caribbean [ ]
- White and Black African [ ]
- White and Asian [ ]

Any other mixed background, please write in:

**Other ethnic group**
- Arabic [ ]

Any other ethnic group, please write in:

**White**
- English [ ]
- Welsh [ ]
- Scottish [ ]
- Northern Irish [ ]
- Irish [ ]
- British [ ]
- Gypsy or Irish Traveller [ ]

Any other white background, please write in:

Prefer not to say [ ]
Declaration of Interests

All candidates are required to pre-disclose details to Ofcom of any shares they hold or financial interests they have in the communications and postal sectors. This does not necessarily disqualify a member from sitting on the Ofcom Board as it is considered on a case by case basis.

If any of the statements are not applicable to you, please tick ‘N/A’.

Name:

Investments in the UK communications and postal sectors

I hereby confirm that I do not have any direct financial interests in any companies in the UK communications and postal sectors – see definitions in ‘notes’ section below.

Or

I hold direct financial interest(s) in the following:

<table>
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<tr>
<th>Company name:</th>
<th>Is the value above £5,000?:</th>
<th>Were the shares acquired prior to you joining Ofcom/prior to publication of this policy?</th>
</tr>
</thead>
</table>

External appointments

(Include any non-executive or political appointments.)

No Change

N/A

Family members

(Use this section to disclose details of any potential conflicts of interest that you think might arise as a result of your partner or dependent children having an interest in the communications or postal sectors. This could include:
- any direct financial interests in the UK communications and postal sectors
- a senior role within the UK communications and postal sectors)

No Change

N/A
Declaration

I declare that the information I have given above is correct to the best of my knowledge and belief. I agree to update the Secretariat as and when my declarations change.

Signed ____________________________ Date __________________

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Notes:

1. **Definitions of companies in the UK communications and postal sectors**

   Generally they fall into three broad categories:

   (1) Companies where a significant part of their activities are those of an Ofcom-regulated company (excluding those companies which require solely a Wireless Telegraphy Licence) in the communications or postal sectors ('Ofcom-regulated companies'); examples of Ofcom regulated companies are: ITV plc, BSkyB plc, STV Group plc, UTV Media Group plc, Royal Mail plc, BT plc, Vodafone Group plc, Talk Talk Telecom Group plc.

   (2) Companies which provide an Ofcom-regulated service but where this forms only a small part of the company’s or overall group’s activity (for example, a major supermarket group (Tesco plc) or football club (Manchester United plc) which also offers telecommunications services as an ancillary part of the business); and

   (3) Other companies which are not regulated by Ofcom but which are involved in the communications or postal sectors) e.g. a publicly quoted independent producer.

   Please disclose details of any direct shares you hold or financial interests you have in any companies that fall within the above categories.

2. **Storage of your data**

   Your information on this form will be held securely. We will ensure the confidentiality of all the information disclosed and will consider whether it may give rise to a potential or perceived conflict of interest.

3. **Partner**

   Partner includes spouses, civil partners and unmarried partners.

4. **What happens next?**

   If a conflict of interest is deemed to arise a member of the Ofcom Secretariat team may contact you to discuss next steps.
PERSONAL DETAILS CONSENT FORM

☐ I consent to the processing of my Relevant Personal Data as set out in this Consent Form.

Name: ………………………………………………………………………

This Consent Form is issued by Russell Reynolds on behalf of itself, its subsidiaries and its affiliates (together, “Russell Reynolds”). For the purposes of this Consent Form, Russell Reynolds is the controller.

Providing your consent to the processing of your personal data is voluntary. By clicking above, you understand that Russell Reynolds will process your Relevant Personal Data (as defined below) in accordance with this Consent Form, and you consent to such processing. You can revoke your consent at any time, free of charge, by writing to: responses@russellreynolds.com outlining your wishes.

Categories of personal data – The categories of personal data that Russell Reynolds may process include: information in a standard curriculum vitae (e.g., name, address and other contact information including personal telephone numbers and email addresses, educational history, employment history, degree(s) and other qualifications, languages and other skills); age/date of birth; nationality; Government-issued identification information; passport or visa information; job title and role / function; salary and compensation data (including non-salary benefits, bonuses and incentives and other financial information); annual leave information; retirement and pensions information; performance reviews and disciplinary information; views and opinions regarding the suitability of the candidate for a particular role within a client’s organisation; social media presence and activity; a record of our contact history with you and comments from third parties; compliance with environmental, health, and safety policies, procedures, standards and guidelines; and training and development, and compliance with applicable policies, procedures, standards and guidelines and related investigations, reports gathered from psychometric testing (together, the “Relevant Personal Data”). Our records may be derived from information collected directly from you, publicly available sources and third parties.

Sensitive personal data – The categories of Relevant Personal Data that Russell Reynolds may process (to the extent permitted or required by applicable law) include: health data; disability information; race / ethnicity; religion; marital status; and family situation.

Purposes of processing Relevant Personal Data – The purposes for which Russell Reynolds may process your Relevant Personal Data include: conducting tests (e.g., psychometric tests); producing test results and analysis; providing our clients with board and executive search and assessment services; leadership consulting services; statistical analysis; advisory services; preparation and distribution of thought leadership content; compliance with applicable laws, regulations and regulatory guidance; additional purposes set out in the Russell Reynolds Privacy Policy; and such other services as you may request from time to time. We may also use your Relevant Personal Data to contact you regarding job opportunities, assessments, assignments or leadership consulting services conducted for our clients that involve the identification, evaluation and/or selection of qualified candidates.
**International transfers of Relevant Personal Data** – For the purposes set out in this Consent Form, Russell Reynolds may transfer your Relevant Personal Data to recipients outside the jurisdiction in which your Relevant Personal Data were collected. In these cases, Russell Reynolds shall comply with the relevant requirements of applicable law regarding such transfers.

**Security of Relevant Personal Data** – Russell Reynolds shall implement appropriate technical and organisational measures to protect your Relevant Personal Data.

**Disclosures of Relevant Personal Data to third parties** – In order to fulfil the purposes set out in this Consent Form, Russell Reynolds may disclose your Relevant Personal Data to third parties, including: Russell Reynolds subsidiaries and affiliates; Russell Reynolds’s clients; Russell Reynolds’s third party processors and service providers (subject to appropriate processing agreements); and courts, administrative bodies, and law enforcement agencies, to the extent required by applicable law. In particular, Russell Reynolds may disclose your Relevant Personal Data to third party providers of background screening services, in order to determine your suitability for particular roles.

**Data retention** – Russell Reynolds may retain your Relevant Personal Data for as long as necessary to fulfil the purposes for which those Relevant Personal Data were originally collected, or for such other periods and purposes as maybe required or permitted under applicable law. Thereafter, Russell Reynolds shall promptly delete or de-identify your Relevant Personal Data.

**Your rights** – Subject to applicable law (including any exemptions or derogations under such law), you may have a right to access your Relevant Personal Data, to have errors in your Relevant Personal Data rectified, and to object to the processing of your Relevant Personal Data on legitimate grounds. You may also have the right to lodge a complaint with any appropriate data protection authority, regarding the processing of your Relevant Personal Data.

**Additional information** – Additional information regarding the processing of your Relevant Personal Data by Russell Reynolds may be found on our website [https://www.russellreynolds.com/](https://www.russellreynolds.com/)

**Contact details** – You may contact Russell Reynolds to ask any questions about this Consent Form, or for the purposes of exercising your rights under applicable law, or for any other purpose in connection with this Consent Form, at:

Russell Reynolds, FAQ: - **Lucy Ware**  
Email: lucy.ware@russellreynolds.com  
Tel: 0207 343 3682

**Governing law** – This Consent Form is governed by, and construed in accordance with, the laws of England and Wales and is subject to the exclusive jurisdiction of the courts of England and Wales. This does not affect your statutory rights.