

CANDIDATE PACK FOR THE NON-EXECUTIVE DIRECTORS

PORT OF TYNE

Starfish

WELCOME

Welcome to the Port of Tyne. As the largest UK trust port, we are an independent statutory body governed by our own unique local legislation. Playing a significant role in the UK economy and infrastructure, our primary duty is to manage, maintain, develop and improve the Port for the benefit of an increasingly wide stakeholder community. We are also the custodian and steward of the River Tyne.

As a major deep-sea port and a vital trading gateway to world-wide markets, the port itself has operated on the Tyne since Roman times. We became a trust port, constituted by Act of Parliament in 1968 and we have no shareholders or owners. Instead, we are governed by an independent Board of up to eight non-executive directors, appointed by the Secretary of State for Transport, and up to four executive directors, including our CEO, currently Matt Beeton.

The Board has a long-term strategy in place, Tyne 2050. This is fully aligned with the national strategy, Maritime 2050, and the North East Economic Plan, which focuses on the development of long-term commercial sustainability and growth through technology innovation and customer partnerships. The Port is also integral to the growth strategy of the regional mayor, Kim McGuiness.

Day to day, our business employs a staff of 330. We have a £70m turnover and £17m EBITDA. The business also has a £100m funding line from the National Wealth Fund and Pricoa (a US infrastructure fund). The Port is run on a commercial basis and receives no Government funding. We simply reinvest our profits back into the business for stakeholder benefit.

Under our current Chair, Lucy Armstrong, we have undergone a sustained programme of diversification, development and investment to ensure the Port's future as a vibrant, sustainable business, able to respond to changing customer needs. Our customers currently include major players such as Equinor.

Port of Tyne is also one of the UK's largest car exporters and we have increasingly supported activity within the renewables sector, operating as the maintenance base for the world's largest wind farm at Dogger Bank. The Port hosts the International Passenger Terminal for cruises and ferries; it has a successful estates portfolio, and a significant container and storage operation. The Port also established and hosts the UK's first maritime Innovation Hub and remains the only UK port in the global Connected Ports initiative.

We also take our responsibility to the community seriously and play an active role in the region. In 2024 we added £680m to the GVA of the regional economy of the North East and supported 12,000 jobs. Plans for a £1 billion investment were recently announced, with a further 150 acres now planned for development, which will bring further major opportunities.

With a number of experienced Board Members approaching the end of their terms, we are seeking three new Non-executive Directors to join us and support the business in meeting its strategic and investment priorities. Across these appointments, we are especially interested in strengthening our team across the following areas:

- senior operational finance and commercial skills gained in a large global engineering or related organisation;
- senior operational experience gained in transport, logistics or process automation – as part of this, we are interested in people who can offer expertise in health & safety in environments characterised by similar risks;
- external stakeholder management;
- emerging technologies and AI;
- experience of HR;
- people with a regional connection – we are losing two of our most regionally connected NEDs and are keen to retain this insight.

Our compact Board is collegiate and inclusive, offering a diverse, dynamic and fast-paced setting in which to contribute. Sound judgement, personal presence and strong team working abilities will be essential. While all our non-executive directors are highly experienced in their fields, extensive non-executive experience is not strictly necessary.

If you can offer Port of Tyne the experience and qualities we are looking for, we look forward to hearing from you.

Find out more
To find our more, and to read Strategy 2050, please visit https://www.portoftyne.co.uk/

OUR CURRENT BOARD



Lucy Armstrong, Chair
Appointed in July 2017, Lucy is Chief Executive of The Alchemists, a North East-based consultancy which helps businesses increase their development and success. Lucy joined The Alchemists in 2003 after an early career in private equity, corporate development and headhunting with 3i plc, Courtaulds Textiles and Tyzack.



Julia Prescot, Deputy Chair
Julia has over 30 years of experience in financing global infrastructure investments in the energy and transport sectors. Co-Founder and Chief Strategy Officer of Meridiam SAS, she is also a Commissioner at the National Infrastructure Commission. She is a Director of the Fulcrum Infrastructure Group and Chair of Neuconnect Limited, a Non-Executive Director of the International Project Finance Association as well as sitting on the advisory panel of Glennmont Renewable Energy Fund. Julia is an Honorary Professor at the Bartlett School, University College London and Co-founder of the group, Women Leaders in Infrastructure.



Matt Beeton, Chief Executive Officer
Having held director positions at Rolls Royce, Bombardier, Serco plc, Northern Rail and National Express Matt has over 20 years' experience within the road, rail and aerospace industries. His early career began with a graduate programme at Rolls Royce Aerospace. Matt joined the Port in 2019 with extensive experience in transforming business strategy, driving efficiency through smart technology and inspiring leadership - including increasing customer satisfaction and safety performance.



Mark Stoner, Chief Financial Officer
Previously Finance Director at Communisis plc, Mark started his career with British Steel, before holding senior positions at Rolls Royce Industrial Power Group, Siemens Microelectronics, KPMG, and Atmel North Tyneside. A Fellow of the Chartered Institute of Management Accountants with over 25-years' practice in corporate finance Mark joined the Port in 2018 with the responsibility for Group financial services, information technology, internal audit and risk management.



Ashley Nicholson, Chief Business Officer
Ashley joined the Port in 2022 following a decade at Forth Ports as Senior Harbour Master. She is in charge of the Port's marine operations including pilotage and conservancy, and leads on the decarbonisation of the Port's vessels and responding to global trends as deep-sea shipping switches to sustainable fuels. Ashley is also an industry advocate for encouraging more women into the maritime workforce and was recognised in the Queen's 2021 New Year's Honours for this work. She is also the first female president of the UK Harbour Masters' Association.



Julia Thomas, Non-Executive Director
Julia is a senior transportation professional with over 30 years' experience in the passenger transport and maritime and logistics sectors, and has a strong record as a Board level executive working in the UK and overseas. Her most recent positions have been as President of the Business to Business Division for Transdev North America, part of Transdev Group, a global public transport provider, and as Interim Managing Director for Arriva Rail London. Earlier in her career she worked for P&O Nedlloyd and P&O Containers.



Terry Burke, Non-Executive Director
Terry is currently Vice President Finance and Chief Financial Officer at Husqvarna, the world's leading producer of outdoor products for forest, park and garden care. Terry is a Fellow member of Chartered Certified Accountants and has more than 20 years' experience in various senior international finance positions, both at Husqvarna Group and Electrolux.



Kelly Dent, Non-Executive Director
Kelly has 25 years' experience in the energy sector and has held various senior international positions at Shell, a leading energy company. She has a strong record in delivering new business opportunities, partnerships and M&A deals in Europe, Russia, the Middle East, the US and South America. She has also worked with governments to deliver solutions to meet their energy needs. She has been working closely with Shell's board to deliver portfolio changes and the strategic agenda. She is currently leading a transformation project across Shell to drive delivery of the company's decarbonisation targets and Net Zero ambition by 2050. Kelly is part of Shell's UK Senior Women network where she hosts mentoring circles and supports younger staff across the organisation.



Nicola Walker, Non-Executive Director
Nicola is Government Affairs Director for Ford of Europe, leading political engagement on trade and investment for Ford's Commercial Vehicle business across the UK, EU and Turkey. She is an Executive Director on the Ford of Britain Board. Nicola has over fifteen years' experience in public affairs, policy development, corporate strategy and communications. Prior to Ford, she was a Policy Director at the Confederation of British Industry. A member of the CBI's Management Board, she developed and delivered the trade body's strategies on devolution, infrastructure, climate change, housing and construction.



Judith Hartley, Non-Executive Director
Judith is a highly experienced finance professional who has held senior leadership roles at the British Business Bank and earlier in her career worked in corporate banking with Barclays and Bank of Scotland. Judith Chair of the Alumni Advisory Board at Durham University's Hazan Venture Lab, a Non-Executive Director for NEL Fund Managers Limited and NorthStar Ventures UK, and a trustee of the Point North Community Foundation.



James Wroe, Non-Executive Director
James is Managing Director for Ports & Logistics at InductEV, a provider of wireless charging technology for electric vehicles. Prior to this, James worked for Maersk across Europe and Asia, including roles as COO for Asia Pacific in Singapore, Head of Hub Port Investment in the Netherlands, and leading marine operations across Northern Europe. A Chartered Fellow of the Institute of Logistics & Transport, James began his career with P&O Nedlloyd.

THE ROLE

The Port of Tyne's primary duty is to manage, maintain, develop and improve the Port and its operations for the benefit of all its stakeholders which comprise customers, employees, the business community, government and the local community.

Non-executive Directors are expected to act with independent judgement and use their skills and experience for the benefit of the Port of Tyne and its stakeholders. They devote the necessary time and undertake such training as is required to carry out their responsibilities.

The role of the Non-executive Directors is to provide independent judgement and perspective on key issues of company strategy, business performance, issues of risk and use of resources. They exercise influence on Board sub-committees to which they may be appointed and they uphold the highest standards of conduct and integrity. They utilise their own skills, experience and successful track record of achievement to generate valuable ideas and guidance for the benefit of Port of Tyne and its stakeholders.

These are public appointments made by the Secretary of State for Transport. The DfT is committed to the principles of appointments based on merit with independent assessment, openness and transparency of process. In particular, the Department is committed to addressing the underrepresentation of women, ethnic minorities and people with disabilities who have the required skills and experience.



THE PERSON

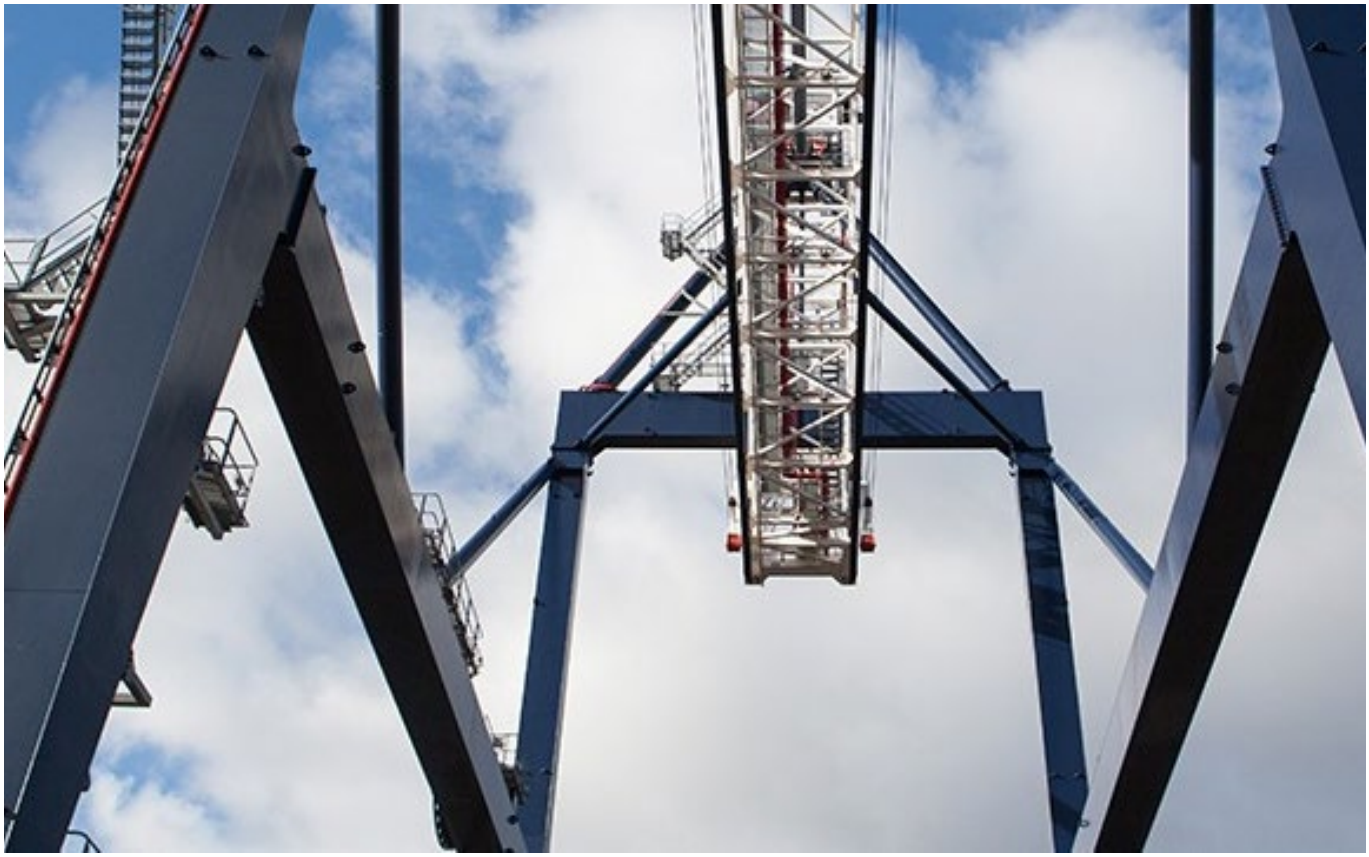
Written applications will be considered against the Knowledge and Experience criteria set out below.

Knowledge and experience

- Candidates must demonstrate one or more of the following:
  - senior operational finance and commercial skills gained in a large global engineering or related organisation;
  - senior operational experience gained in transport, logistics or process automation – as part of this, we are interested in people who can offer expertise in health & safety in environments characterised by similar risks;
  - external stakeholder management;
  - emerging technologies and AI;
  - experience of HR;
  - people with a regional connection.

Skills and behaviours

- Analytical skills: ability to make decisions, problem solve and prioritise.
- Ability to make a positive contribution to and engage in Board discussions.
- Communication skills to establish effective relationships with stakeholders and influence, challenge and persuade others.
- Personal presence that engenders respect.
- Sound judgement: you will be objective and impartial.
- Ability to manage complex issues within statutory guidelines in a commercial way.
- Acts independently in the best interests of the Port.
- Demonstrates integrity in all personal and business dealings.



TERMS OF APPOINTMENT

Remuneration
The rate of remuneration for Non-executive Directors is currently £14,857 per annum.

Time commitment
These appointments require around 12 days per year. To fulfil the commercial, operational and strategic requirements of the business, the Board meets formally six times a year, with a Board call in-between formal meetings.

Additional time commitments for Non-executive Directors includes sub-committee membership expectations and informal interactions which vary, subject to the requirements of the business. There are currently three sub-committees of the Board, the Audit Committee, Nominations Committee and Remuneration Committee.

Appointment term
Non-executive Directors are appointed following an open recruitment process based on merit, and generally for an initial period of three years. This three-year period may be renewed by the Secretary of State for a further term subject to good performance. Those involved in the selection process will be the Chair of the Port of Tyne Nominations and Remuneration Committee, the Director of People of the Port of Tyne, a representative from the Department for Transport and an independent assessor.

Location
Board and Committee meetings usually take place at the Port, based at Maritime House, Tyne Dock, South Shields. NE34 9PT

Nature of Appointment
The post holder is an officeholder and not an employee of the Port of Tyne or Department for Transport.

Conflicts of Interest
You must inform Department for Transport and Port of Tyne if you have any conflict of interest that might affect your ability to undertake this role. You should disclose information on any relevant business interest, public appointment or position of authority, including other connections with commercial, public or voluntary bodies. This information will be collected as part of the online application process.

Pension and redundancy
This role does not attract any benefits under any Pension Scheme. You will not be eligible for redundancy pay as you are not an employee. No other arrangements have been made for compensation upon the end of your term of appointment because an office holder who is appointed for a limited duration would have no expectation of serving beyond that period.



HOW TO APPLY FOR THIS APPOINTMENT

We hope you will consider making an application to join the Port of Tyne Board as our next Chair. To make an application, please go to **https://starfishsearch.com/jobs/pot-ned/** and click on the apply now button, with the following prepared:

- A CV (no more than 3pp) highlighting your experience against the criteria set out under the Knowledge and Experience heading of the person specification.
- A short covering letter outlining your motivation for joining Port of Tyne Board.
- Confirmation that you would **not** be subject to any conflict of interest in holding this appointment.
- The names, addresses and contact details of two referees.
- **NOTE:** All applicants **must** register with the Cabinet Office Public Appointments website; this does not form part of the recruitment process but is mandatory to be considered for this appointment. Please follow this link to register, and **clearly confirm in your Covering Letter** that this has been completed.

Please reach out to Szymon.Podgorski@starfishsearch.com with any questions about this process.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Please tell us if there are any dates during the selection process (outlined below) when you would **not** be available to participate.

The closing date is **17:00, Monday 8th December 2025.**

Selection timetable

Closing date	17:00, Monday 8th December 2025
First stage discussions	w/c 19th & 26th January 2026
Agreement of the shortlist	Likely to be early to mid-February 2026
Informal conversations with stakeholders	Once the shortlist has been agreed
Final interviews	Likely to be mid-March 2026

The selection panel for this appointment will be:

- Julia Thomas, Non-executive Director
- Dame Teresa Graham, independent member of the Panel
- Department for Transport Representative – to be confirmed

Please note that this appointment will be made by the Secretary of State for Transport.

Forward meeting dates

Dates for 2026 will be made available later this year. Remaining Board Meeting dates for 2025 are as follows:

- Fri 24 Oct 0830-0930 - Teams call
- Wed 26 Nov 0830-1230 - Board meeting at the port
- Tue 16 Dec 0830-0930 Teams call

