



**RICS**™

Independent Co-optees to  
the RICS Management Board  
specialising in Risk  
and Finance



**Starfish**

## About these appointments

RICS is the leading self-regulating professional body in relation to the setting and enforcing of standards associated with land, property, infrastructure and construction. RICS helps to develop surveying professionals around the world, from Shanghai to London and from Sydney to New Delhi, who are literally shaping the world around us. Our global footprint encompasses all of the main financial centres, with a growing presence across EMEA, Asia Pacific and North America, complimenting a strong heritage in the UK.

RICS is going through a period of transition and change and is currently undertaking an independent, wholesale review of its governance structure. The Management Board acts under delegated authority from Governing Council which is the governing body of RICS. In response to the transition and changes currently ongoing the Board is seeking to regulate its composition. We are seeking to co-opt two people who have (a) risk experience and / or (b) finance experience, to together support the Board from a risk perspective and provide financial scrutiny until the outcome of the governance review is known and any required changes have been implemented.

The individual filling the Risk position will bring risk expertise to the Board and have a key role in assisting the Board with ensuring that strategic risks are effectively identified, assessed and monitored. The individual filling the Finance position will bring finance expertise to the Board and have a key role in assisting the Board with scrutinising and monitoring RICS financial performance and financial risks. The successful applicants will both have a clear understanding of governance and transparency principles and will be able to collaborate with Board members in evolving the Board, where appropriate, and implementing change.

The Management Board is currently chaired on an interim basis by Isobel O'Regan FRICS who is a Non-executive Member and also a member of Governing Council.

The members of the Management Board are:

- Rebecca Best FRICS, RICS Non-executive Member
- Natalie Cohen, MRICS, RICS Non-executive Member
- Edgar Li Kwok Wah MRICS, RICS Non-executive Member
- Anurag Mathur, FRICS, RICS Non-executive Member
- Javed Edahtally, Independent, Non-executive Member
- Richard Collins, Chief Executive (interim)
- Rofi Ihsan, Chief Operating Officer (interim)

Both appointments report to the Chair of the Management Board.

# Role Profile & Person Specification

The Board's purpose is to inform and oversee RICS affairs and its main responsibilities, delegated to it by Governing Council, are:

- Approving the RICS business plan developed in line with the strategic objectives set by Governing Council and providing advice to Governing Council on the business plan objectives and direction needed to implement the strategy.
- Monitoring operational and financial performance and the implementation of the strategic objectives.
- Assessing and monitoring the strategic risks of RICS.
- Overseeing the preparation of and then signing the Annual Report and Financial Statements.
- Reviewing proposed changes to RICS constitutional documents (Charter and Bye-laws and Regulations) and other regulations.
- Providing oversight of the Remuneration Committee, Finance Committee, World Regional Boards and Market Advisory Panels.

## Person Specification

### Knowledge and experience

- **At least one of the following will be essential for this role:**
  - Substantial experience of having worked in risk roles for complex, not for profit and global organisations;
  - Substantial experience of having worked in finance roles for complex, not for profit and global organisations.
- Experience of non-executive board roles for complex, not for profit organisations.
- Leadership experience in a large business environment including experience of commercial operations overseas.
- Track record of participating in strategic development for complex organisations whilst understanding the financial and risk landscape in which the organisation operates.
- Ability to understand the importance of developing trust particularly as part of an international brand.
- Track record of working within a regulatory, professional environment.

### Skills and Attributes

- Understanding of the business and commercial requirements of RICS and the competing public trust interests of a professional and regulatory body.
- Able to scrutinise financial, budgetary and performance data and provide constructive input and oversight.
- Able to identify and assess risks (and in the case of the co-optee with financial experience, the financial risks) and provide sensible and achievable mitigations as appropriate.
- Ability to identify, interpret and evaluate complex information and use probing questions to enable difficult matters to be resolved.
- Listens to others, appreciating their viewpoints and drawing on their expertise to develop thoughts and ideas.
- Ability to use reasoned and independent judgement to contribute to clear, timely consensual decision making understanding the implication of decisions and ensuring that they are pragmatic and align with the corporate vision and objectives.
- Works collaboratively, guides and supports Management Board members as well as Executives, other governance body members and other stakeholders.
- Able to act as a thought leader who can inspire others.
- Ability to appreciate the professional disciplines and the diversity which exists within RICS, understanding the expectations of different communities within membership and the need to have an inclusive approach.



# Terms of Appointment

This is a non-executive position currently remunerated at £340 per day although this amount is currently and with all reasonable expenses reimbursed in line with the RICS expenses policy. Appointment duration will be one-year with the possibility of re-appointment.

Time commitment is as follows:

- Normally six - eight Management Board meetings per year (held remotely or at RICS offices in London or Birmingham, UK) with the potential for additional ad-hoc meetings during the year although there is a possibility of more during 2022 given current events at RICS
- Preparation for Management Board meetings including agenda planning and reviewing papers
- Engagement with the Management Board through the online virtual community as required.



# How to Apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact our advising consultant [Juliet.Taylor@starfishsearch.com](mailto:Juliet.Taylor@starfishsearch.com) and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/rics-co-optee-to-management-board/> and click on the apply now button, with the following prepared:

- Your CV or equivalent biographical information (no more than three sides).
- A supporting statement (no more than two sides) that sets out the specific skills and expertise you can bring to the RICS Management Board at the present time.

We would also be grateful if you would also 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.

## **Closing date**

Friday 17th December 2021

## **Interviews with RICS**

These are expected to take place in early January 2022.

*Please note that owing to the rapid timetable, you may be asked to meet with the Panel at short notice.*

