



CANDIDATE PACK
CHIEF EXECUTIVE



WELCOME

Dear Applicant

Thank you for your interest in joining Salix Finance as our next CEO.

One of the greatest challenges in our lifetime is the climate emergency and Salix finds itself at the heart of the Government's agenda to tackle climate change, reduce the carbon footprint of the UK and decarbonise our building stock.

Our next Chief Executive will have a unique opportunity to work alongside Government, helping to drive the UK towards achievement of its Net Zero targets. In this role, you will be joining one of the most influential organisations in this sector, and one of the best examples of Government and public bodies collaborating to do better by our people and by our planet.

Salix Finance's work is central to the success of the UK's Net Zero policies. Our delivery of truly innovative projects that reduce the carbon emissions of our schools, museums, universities, and public sector buildings is not only saving millions of pounds for the taxpayer but has radically improved these buildings for the people who use and work in them.

Since 2004, we have been working to empower the public sector to decarbonise and delivering multi-million-pound projects which have transformed the sector at scale. Our reputation in England, Scotland and Wales is strong because Salix – along with our clients – delivers decarbonisation schemes that achieve results.

Sponsored by the newly formed Department for Energy Security and Net Zero, Salix is supporting hundreds of decarbonisation projects through the Public Sector Decarbonisation Scheme and the Low Carbon Skills Fund. In 2023 we will be growing further to support two of the Government's Help to Heat schemes for the energy efficiency retrofit of housing. Our work is also funded by the devolved administrations in Scotland and Wales and these programmes with Salix are also set to grow.

Our expansion requires an expert and influential team. You will work side-by-side with the brightest and best in the energy sector and with a team that is committed, talented and passionate about what they do. Our strong values and commitment to the highest standards in Investors in People make us one of the best organisations to be part of.

We're offering an opportunity to join Salix at a pivotal time for the business. We are looking for an experienced and capable leader with the drive and ambition to deliver multi-million-pound projects that unlock the next level of growth for Salix Finance, and the positive impact our work has – not just in the UK but much further afield.

If you believe you have the personal qualities, skills and experience we are looking for, we very much look forward to hearing from you.



FIND OUT MORE ABOUT WHAT WE DO

Salix is a non-departmental public body, owned wholly by Government. We administer funds on behalf of the Department for Energy Security and Net Zero (formerly the Department for Business, Energy and Industrial Strategy), the Welsh and Scottish Governments and the Scottish Funding Council.

Since our formation in 2004 up to 31 March 2022, our business has helped public sector organisations commit to more than 21,500 projects by administering £2.7 billion of funding, with projects saving 1.1 million tonnes of carbon dioxide annually. There are many success stories stemming from our work across Scotland, Wales and England, including a diverse range of sectors, from universities to the NHS, and from emergency services to schools.

Here are just some of our case studies:

Further details of the Government's Help to Heat housing programmes can be found [here](#)

To find out more, and meet the team, please visit <https://www.salixfinance.co.uk/>

HERE ARE JUST SOME OF OUR CASE STUDIES:

GREATER MANCHESTER FIRE AND RESCUE SERVICE

As part of the Public Sector Decarbonisation Scheme (PSDS), Greater Manchester Combined Authority (GMCA) is investing in a wide range of public buildings, including 19 sites used by Greater Manchester Fire and Rescue Service. The total grant funding for these works totals £621,775.



[FIND OUT MORE](#)

MID AND SOUTH ESSEX NHS FOUNDATION TRUST

Mid and South Essex NHS Foundation Trust has completed works at Broomfield and Basildon hospitals to improve their energy efficiency, lowering bills and slashing their annual carbon emissions by over 2,421 tonnes. The funding, provided by the Department for Business, Energy & Industrial Strategy (BEIS) and delivered by Salix, has enabled the University to upgrade its technologies and move closer to its carbon saving goals.



[FIND OUT MORE](#)

ABERYSTWYTH UNIVERSITY

Located in Ceredigion, West Wales, Aberystwyth University is working to significantly reduce its carbon emissions via the development of an innovative £2.9m solar array project.

Sustainability has been a priority for the coastal university for a number of years, seeing it obtain the accolade of the 'First Plastic Free university in the world', in 2018.



[FIND OUT MORE](#)

MAIN RESPONSIBILITIES OF THE ROLE

ACCOUNTABLE TO

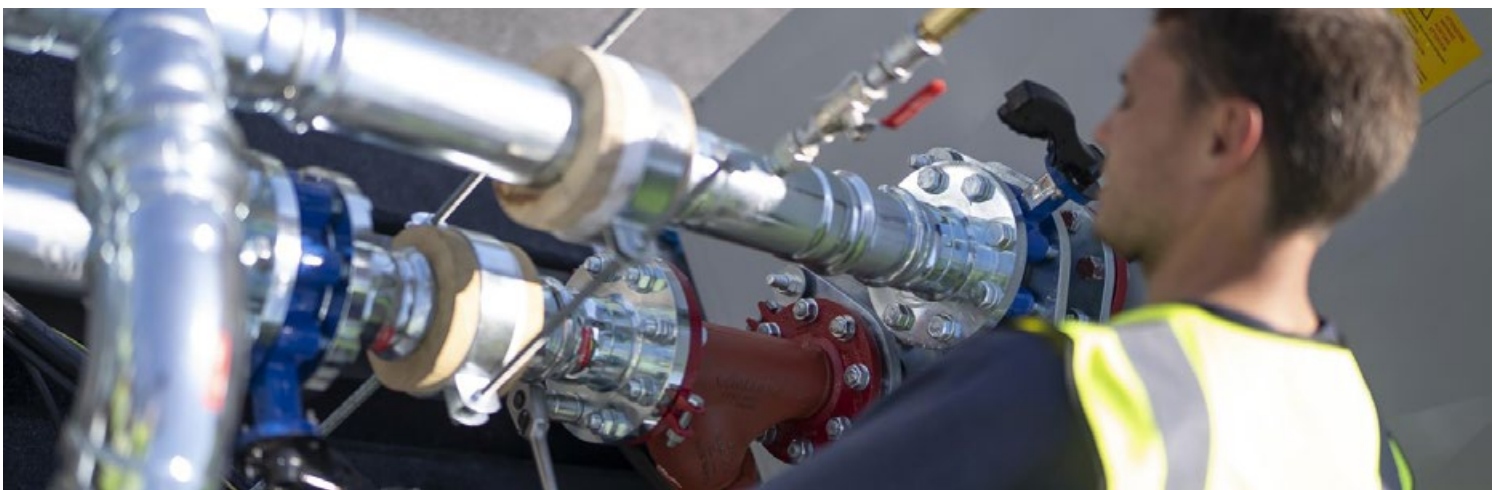
Chair of the Salix Finance Board

ROLE SUMMARY

Salix Finance is wholly owned by Government and operates as a -Non-Departmental Public Body (NDPB). The Chief Executive acts as Accounting Officer while providing managerial leadership and strategic direction to the organisation. The role carries responsibility for ensuring that Salix manages public funds effectively and takes all reasonable measures to avoid mismanagement of public funds. The Chief Executive advises the Board on a range of issues and helps to ensure good governance.

KEY RESPONSIBILITIES

- To grow and develop Salix as an organisation and major player in achievement of the Government's Net Zero targets, including driving Places for Growth.
- Serve as Accounting Officer for Salix and ensure that the organisation operates within the financial controls of the Government.
- Serve as a member of the Board of Salix.
- Develop a positive and inclusive culture within Salix to ensure it is an employer of choice and that the opening and development of the Manchester office is successful.
- Motivate and lead members of the Executive Team to create a high-performing team that aligns with the goals of Salix.
- Develop quality business strategies and plans that align with the goals of Salix and the policies developed by our government funders.
- Oversee the business activities of Salix to ensure they produce the desired results.
- Develop and implement a risk management approach across Salix to ensure adherence to the law and in-house policies and procedures.
- Meet regularly with officials within the relevant sponsor departments to review Salix's performance.
- Agree on annual Performance Indicators and reporting arrangements between Salix and Government funders.
- Agree on funding arrangements for all funding streams with the Government.
- Ensure arrangements for managing contracts and contractors are in place to deliver quality services and value for money.
- Ensure comprehensive controls and training are in place to prevent and detect fraud, including regular review of cybersecurity arrangements and training.
- Develop and implement a communications strategy to support delivery of Salix's objectives while also promoting and protecting the reputation of the organisation.



PERSON SPECIFICATION

In your application, please refer to Part One of the person specification set out below. Parts Two and Three will be explored at first and second stage interview for selected candidates.

PART ONE

KNOWLEDGE AND EXPERIENCE

- Significant track record of success gained at senior management (ideally board) level in a relevant sector. Insight into the Public Sector is an asset although not strictly essential.
- Relevant understanding of the UK Government's Net Zero Policy and the route to decarbonisation of sectors that include Public Sector and Housing across the UK.
- A working knowledge of Central Government Departments, the Public Sector and Housing more broadly, including key decision-making processes and opportunities to influence policy and strategic priorities.
- Demonstrable experience of effective change management on a large scale.
- Excellent understanding of the responsibilities of Accounting Officer, with an appreciation of the financial and wider controls necessary to run a company safely and efficiently, manage risk and ensure value for money.
- Knowledge of good governance within an NDPB context, including experience of report preparation and of working with senior Government officials would be an asset.
- Track record of providing motivational, inclusive leadership to a growing team, including achieving or maintaining IIP accreditation.
- Experience of high-level budget management.

PART TWO

SKILLS AND ABILITIES

- Ability to instigate, develop and foster high value alliances and partnerships, and to operate effectively within a political context.
- Ability to develop and implement strategic plans.
- Highly effective communication, influencing and interpersonal skills.
- Strong skills in people and performance management, with a coaching style.
- Strong skills in policy development and implementation.
- Effective negotiator.
- High analytical capacity and sound judgement.

PART THREE

LEADERSHIP STYLE AND BEHAVIOURS

- Diplomatic style.
- Highly motivated and comfortable driving change that promotes Salix's mission to reduce carbon emissions and promote sustainable practices.
- Operates with integrity, transparency and accountability in line with the Nolan Principles of Public Life.
- Passionate about tackling climate change and the need to decarbonise the UK.
- Resilient.

TERMS OF APPOINTMENT

REMUNERATION

Up to £145,000 per annum. Starting salary will be dependent on experience.

LOCATION

As a positive contribution to the Government's agenda for Places for Growth, Salix has this year opened an office in Manchester. Our new Chief Executive will play a key role in ensuring that Salix operates as one organisation, delivering from two locations.

We have a flexible working policy. The CEO is expected to demonstrate the personal availability and presence required to lead the organisation.

REWARDS AND BENEFITS

For details of our employee benefits see <https://www.salixfinance.co.uk/about-us/work-us>

HOW TO APPLY FOR THIS APPOINTMENT

We hope you will consider making an application to become our next Chief Executive. To make an application, please go to <https://starfishsearch.com/jobs/salix-ce/> and click on the apply now button, with the following prepared:

- a CV (no more than three sides) or equivalent biographical information
- a short covering letter that explains your motivation and availability and confirms that you would not be subject to any conflict of interest
- please tell us if there are any dates during the selection process (outlined below) when you would not be available to participate.

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.

The closing date is **noon on Friday 26th May 2023**

SELECTION TIMETABLE

First stage discussions for selected applicants will take place on **6th, 7th and 8th June 2023.**

Agreement of the final shortlist, and candidate notification, will be by **Friday 16th June 2023.**

Final stage interviews for selected candidates will take place on **22nd June 2023.**