

Candidate brief for the position of Chair of the Appointment Panel Independent Press Standards Organisation (IPSO)

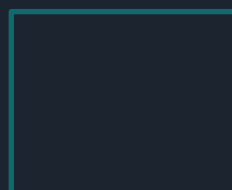
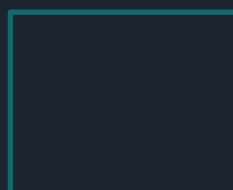
May 2025



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Contents

About ISPO	3
Opportunity	4
The Individual	6
Search Process	Error! Bookmark not defined.
About Odgers Berndtson	7
Candidate Charter	7
How to Apply	8



About the Independent Press Standards Organisation (IPSO)

The Independent Press Standards Organisation (IPSO) is the independent regulator for the digital and print news and magazine industry in the UK. We uphold high editorial standards to protect the public and freedom of expression, with the aim of making IPSO regulation the mark of credible, accountable journalism.

IPSO is midway through implementation of its [2023-28 strategy](#). This sets out how the organisation will help protect the public interest by promoting high-quality journalism and defend the public when editorial standards fall short. By protecting the public, we also protect freedom of expression, because we demonstrate that the press can uphold high standards without the need for further measures that would undermine press freedom.

In 2023 an [independent review of IPSO](#) by the former civil servant, Sir Bill Jeffrey found that IPSO regulation had “influenced the industry for the better”. The Review, which concluded the regulator was “well-led and managed” and “operating independently”, included 29 recommendations across 13 different areas, including governance, management, funding and communications.

IPSO:

- Enforces the [Editors' Code of Practice](#), widely-accepted principles of good journalism.
- Investigates complaints about printed and online material that may breach the Editors' Code.
- Monitors press standards and compliance, including through annual compliance statements submitted by regulated publishers.
- Investigates serious standards failings and can issue fines in cases where they are particularly serious and systemic.
- Operates a 24-hour anti-harassment advice line.
- Runs a low-cost compulsory arbitration scheme to settle legal disputes.
- Provides advice for editors and journalists on complying with the Editors' Code, through confidential one-to-one conversations and regular training sessions.
- Provides a whistleblowing service for journalists who feel they are being pressured to act in a way that is not in line with the Editors' Code.
- Works with charities, NGOs and other organisations to support and improve press standards.



Opportunity

About the Appointment Panel

The Appointment Panel appoints members of IPSO's Board, including its Chair, and lay members of the [Editors' Code of Practice Committee](#). The role of the Appointment Panel is set out in [IPSO's Articles of Association](#).

Members of the Appointment Panel play an essential role in reinforcing IPSO's independence and effectiveness by appointing candidates with the experience, skills, knowledge and integrity required to exercise roles of responsibility in this challenging and highly contested arena.

The role

The Panel's Chair ensures that the Panel does its work thoroughly, impartially, and transparently. As a person of demonstrable independence and integrity, the Chair also provides assurance to external stakeholders of IPSO's commitment to independence and impartiality.

For each appointment undertaken by the Panel, the Panel Chair will work with the Chair and Chief Executive of IPSO to agree and implement an appropriate and proportionate process, from agreeing shortlists through to conducting panel interviews. They will be assisted as appropriate by IPSO's Executive staff and/or external search consultants, depending on the vacancy.

This will be an opportunity to shape the next phase in the growth of the organisation and build on its reputation. It will be important for the successful candidate to grasp the importance of IPSO reflecting the public it serves and to appreciate the need to create a diverse and inclusive Board.

From time to time the Chair of the Panel may also consult on other matters relating to IPSO's appointments processes for other roles and its governance processes more generally.

The new Chair will succeed the Rt Hon Lord Triesman, who served from 2021 - 2025.

Current members of the Panel:

Lord Faulks KC - Chair, IPSO

Lord Faulks has a long career as a barrister specialising in claims arising from the Human Rights Act, professional and clinical negligence, personal injury, education, police claims and public law. He became a QC in 1996. He was appointed to the House of Lords in 2010 and served as Justice Minister from 2013 - 2016. He now sits as an unaffiliated peer.

Catherine Steele - Director of Communications and Marketing, Brook MacDonald

Catherine leads Brook MacDonald's team of marketing and communications professionals. She was previously the Group Director Corporate Affairs at Vodafone. Catherine also held senior communications global and country roles in the pharmaceutical and biotech industry with Roche, Novartis, and Biogen.



Geraldine Allinson OBE - Director of PA Media and Baylis Community Media

Geraldine has worked within the news media industry at board level for most of her career. For 13 years she was executive Chairman of the KM Media Group. Geraldine is a Non-Executive Director of PA Media and Baylis Community Media. She is a member of the Board of Trustees at Canterbury Cathedral and Patron of Heart of Kent Hospice.

Chris Evans - Editor, The Daily Telegraph

Chris Evans has been editor of The Telegraph since 2014. He was head of news at The Telegraph from 2007 to 2014. He previously worked at The Daily Mail (1995 – 2007) and at South West News Service in Bristol (1992 – 1995). He is a graduate of Brasenose College, Oxford.

Victor Olowe - Founder and Director, Winzest Consulting

Victor Olowe is a governance consultant and a former Chief Executive of the Council for Licensed Conveyancers with expertise in professional regulation, consumer protection, risk management and governance issues. He is a non-executive Board director of the Independent Schools Inspectorate and Chair of the National Register of Public Service Interpreters. Victor has provided governance services to help organisations to improve board performance including facilitating board effectiveness/governance reviews.

Time Commitment & Remuneration

The role has occasional duties when vacancies on the Board arise and are remunerated by the half day for duties undertaken at £400 per half day; the time commitment varies but can be estimated at 2 - 5 days per year.

From time to time, the Chair may also consult on other matters relating to IPSO's appointments processes for other roles and its governance processes more generally.



The Individual

As Lord Faulks KC, the current Chair of IPSO, is due to end his tenure, one of the first responsibilities of the new Chair of the Appointment Panel is to lead the recruitment of his replacement. This pivotal role will require a diligent approach to ensure that the incoming Chair embodies the values and mission of IPSO and continues to uphold the highest standards in the field of journalism.

Essential criteria

- Experience of working at the highest level of public or commercial life.
- Unimpeachable reputation for personal integrity and independence.
- Understanding of and commitment to the essential role of journalism and freedom of expression in society.
- Commitment to IPSO's role in upholding the highest editorial standards to protect the public and freedom of expression.
- Independent mindset, objectivity and judgement.
- Experience of promoting accessibility and inclusion within an organisation.

This is a lay role, and the post holder may not have any personal or professional connection to any organisation that is or could be regulated by IPSO.

Desired criteria

- Knowledge and experience of the principles of good governance.
- Knowledge of the regulatory environment and the public sector generally.
- Experience of serving on appointments panels.

About Odgers Berndtson

Odgers Berndtson is one of the world's leading Global Executive Search firms. Our reputation for excellence and integrity has been established over 50 years driven by the client, candidate, and employee experience. We act as trusted advisors to our clients and candidates and engage with a diverse range of leaders for the most influential roles across a wide variety of industries. The service we deliver is creative, insightful, and most importantly, in partnership; we pride ourselves on maintaining personal relationships in particular with our candidates.

Candidate Charter

Talented people are our lifeblood

Whether we approach you about a specific opportunity, or you contact us to share your biography and career ambitions, we want you to have a constructive experience of engaging with Odgers Berndtson.

We recognise that we have a commitment to you as well as to our client, and we undertake that our dealings with you will be professional, courteous, rigorous and honest.

We will:

- Approach you after considered analysis and in relation to roles where we think there is a strong match. Your time is valuable; we don't want to waste it.
- Work to make your candidacy as strong as it can be.
- Represent you effectively and discreetly to our client, based on accurate information that you give us in confidence.
- Be inclusive, open and fair-minded.
- Keep you informed, communicating outcomes promptly, and giving fair and honest feedback where we can.
- Celebrate your success in the event of a successful outcome and share any lessons in the event of disappointment.
- Take a long-term view, recognising that you have a multi-year view of your own career. Where possible, we will help you fulfil your ambitions.
- Embrace continuous improvement, for example by carrying out regular independent audits of those we shortlist for roles.



How to Apply

Following a short list meeting of the Selection Panel, successful candidates will be invited to attend an interview with the Independent Press Standards Organisation (IPSO). Indicative dates will be shared with candidates as well as information on the format of the interview. There will also be an opportunity to have an informal conversation with Lord Faulks and the CEO ahead of the interview.

How to apply

In order to apply, please submit a comprehensive CV along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria.

The preferred method of application is online at:

www.odgers.com/93897

If you are unable to apply online, please email:

thivya.sureshkumar@odgers.com

All applications will receive an automated response.

All candidates are also requested to complete an online Diversity Monitoring Form which will be found at the end of the application process. This will assist IPSO in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the Diversity Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

Disability Confident Scheme

We are a member of the Government's Disability Confident scheme. We use the Disability Confident scheme symbol, along with other like-minded employers, to show our commitment to good practice in employing people with a disability. The scheme helps recruit and retain disabled people. As part of implementing the scheme, we guarantee an interview for anyone with a disability whose application meets the minimum criteria for the role and who has asked that their application is considered under the scheme. Indicating that you wish your application to be considered under the scheme will in no way prejudice

your application. By 'minimum criteria,' we mean that you must provide evidence which demonstrates that you meet the level of competence required under each of the essential criteria, as set out in this document. If you wish to be considered under the Disability Confident Scheme, then please state this in the first sentence of the supporting statement.

Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and / or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

Contact details

For a conversation in confidence, please contact:

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Anna Dickinson

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Amber Cunningham

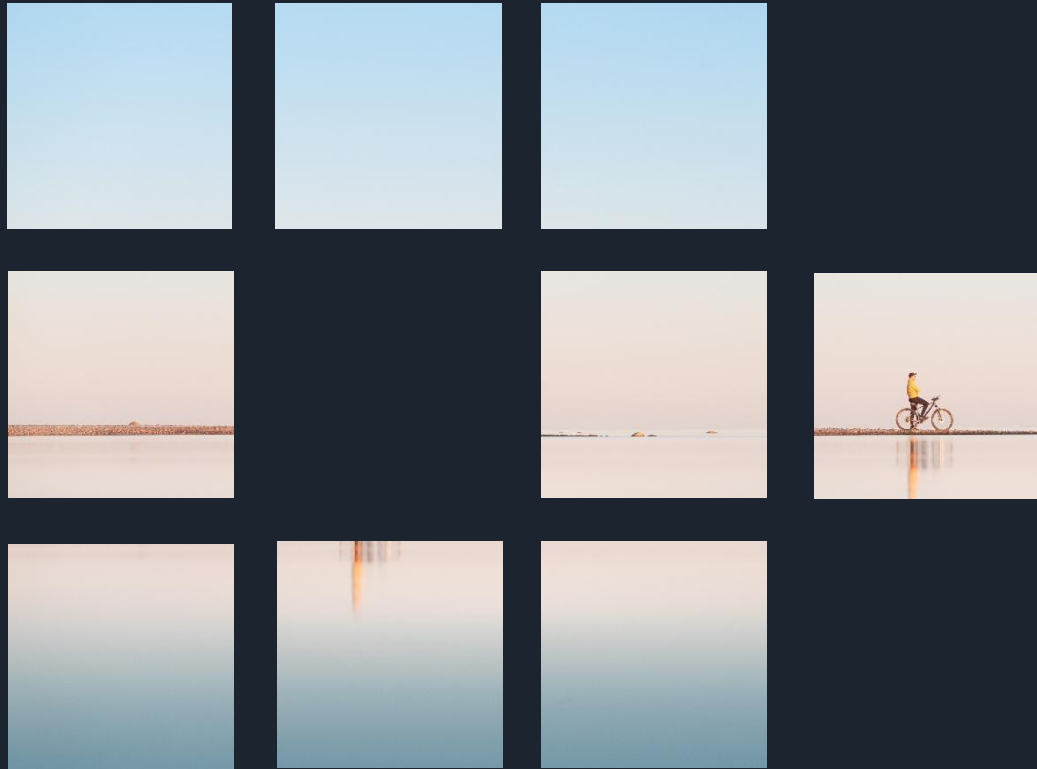
amber.cunningham@odgers.com

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, please contact thivya.sureshkumar@odgers.com.

Also, if you have any comments and/or suggestions about improving access to our application processes



please don't hesitate to contact us
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