



ICI Pension Fund

Trustee Director Person Specification

Personal Skills and Characteristics

A Trustee Director needs to be able to demonstrate:

- Strong motivation to deliver the Fund’s objectives, add value and drive continuous improvement, and contribute to the effective running of the Fund
- Well-developed values of honesty, fairness and integrity and the ability to take well thought through and mature judgements
- A balance of effective analytical, evaluation, financial and numeracy skills to assess complicated information, in order to understand a complex problem, draw out the salient points and take the necessary decisions, whilst understanding the strategic implications
- Ability to make impartial decisions based on legal advice and with appropriate sensitivity to the effect of decisions on members and their dependants
- Ability to be a supportive and collaborative team player. Be open minded and contribute to discussions in a helpful manner, but be willing and able constructively to express an opinion to challenge colleagues and advisers when required
- Strong interpersonal and communication skills with the ability to provide clear decisions and instructions when needed
- Willingness and ability to develop and maintain personal knowledge and skills and devote sufficient time to do so, with high levels of personal energy and effort. This includes completing some formal training, e.g. the e-learning programme provided by the Pensions Regulator, known as the Trustee Toolkit
- IT literacy.

Experience

A Trustee Director ideally needs to have experience of:

- Being part of a decision making team with practical experience of working openly and effectively with others in complex circumstances where there are different options and opinions. This experience could be within a business or voluntary environment
- Assimilating complicated information and data and identifying the salient points
- Exercising judgement and taking responsibility for decisions that significantly affect other people
- Working with professional advisers and other third parties, assessing their advice and monitoring the quality of their work
- Establishing clear and stretching performance goals for self and others
- Keeping work completely confidential
- Developing a new knowledge base and continuously learning and updating skills.

Experience of one or more of these areas would be useful:

- Customer Service
- Risk Management
- Governance
- Continuous improvement

Specific Skills and Knowledge

From time to time, it may be necessary to recruit a Trustee Director with specific skills to meet a particular need or to help balance the knowledge and experience within the Board.