Powys

POWYS PENSION FUND

The Independent Person Role

Requirements and expectations



About the Opportunity

Powys Pension Fund (the Fund) administers the Local Government Pension Scheme (LGPS) for participating employers and holds approximately 19,000 member records. At 31 March 2026, it managed assets of approximately £900 million.

The Fund participates in the Wales Pension Partnership investment pool. Further information is available on the Fund's website: www.powyspensionfund.org.

The Independent Person will bring independent expertise, scrutiny and constructive challenge to the Pensions and Investment Committee and the LGPS Senior Officer. Their advice will cover the full range of Fund activities and be grounded in the Fund's fiduciary duties and relevant statutory and professional guidance.

This is an advisory, non-voting role. It complements, but does not replace, the responsibilities of the Pensions and Investment Committee, Local Pension Board, Fund officers, the Wales Pension Partnership Investment Management Company (IM Co) and the Fund's professional advisers.



Why the role matters

- Influence governance during a significant period of LGPS reform.
- Contribute across investment, funding, administration and pooling.
- Provide meaningful, independent scrutiny and challenge.
- Benefit from access to professional advice, information and training.
- Support a public service pension fund with a substantial membership and asset base.

Fund officers and professional advisers will support the Independent Person, who will have access to the training and information needed to carry out the role effectively.
This information pack explains the purpose and responsibilities of the Independent Person, the experience and attributes required, the terms of appointment and the application process.
Full application instructions, including the closing date, documents required and contact details, are provided in the How to apply section.

We are seeking someone with

Professional Expertise	Significant Experience	UK Pensions Knowledge	Collaborative Skills
Recognised professional expertise across pension administration, governance, funding and investment, together with a commitment to continuous improvement.	**Substantial experience working within pensions, with a proven ability to navigate complex challenges and deliver effective outcomes**	**A strong understanding of the UK pensions landscape, with LGPS experience preferred.**	**A collaborative approach and strong interpersonal skills.**

Purpose and governance context

Powys County Council, as administering authority for Powys Pension Fund, is seeking an Independent Person to strengthen governance and strategic resilience through independent oversight, constructive challenge and assurance across investment strategy, funding, administration and pooling.

The role forms part of the Fund's governance framework. The Pensions and Investment Committee takes strategic decisions, the Local Pension Board assists the administering authority in securing compliance and effective governance, and pooled investment activity is undertaken through the Wales Pension Partnership. The Independent Person provides advice and constructive challenge within this framework but does not assume the responsibilities of any of these bodies.

Background

The appointment is being made in response to the developing statutory and governance framework for the LGPS. The final role and appointment arrangements will be aligned with the legislation, statutory guidance and implementation requirements in force when the recruitment process is completed.

The role of the Independent Person

Working closely with the Committee Chair and LGPS Senior Officer, the Independent Person will provide objective expert insight, test assumptions and constructively challenge reports, recommendations and professional advice. This impartial perspective will support well-informed, evidence-based decisions in the long-term interests of members, employers and other stakeholders.

The role draws on some of the characteristics associated with a non-executive director or professional trustee, particularly independent scrutiny, expert advice and constructive challenge. It does not, however, confer the legal status or decision-making responsibilities of either position.

The Independent Person will also help the Fund demonstrate compliance with statutory guidance, regulatory requirements and recognised LGPS good practice, providing assurance that legal and fiduciary responsibilities are being met.



Key responsibilities

Attend Pensions and Investment Committee meetings both online and in person when required and provide independent insight, constructive challenge and informed commentary to support effective decision making.

Scrutinise reports, recommendations and advice provided to the Committee by the Local Pension Board, Fund officers, professional advisers, the actuary, investment managers, the Wales Pension Partnership and other relevant parties.

Contribute to the development, evaluation and ongoing review of the Fund's key strategic documents, including the business plan, Investment Strategy Statement, strategic asset allocation, Funding Strategy Statement, Governance Strategy, Administration Strategy and Training Strategy.

Support the Committee in monitoring investment performance, pooling governance, administrative performance and delivery against the Fund's strategies.

Provide independent oversight and challenge across all pension fund functions, helping to ensure decisions are evidence based and aligned with the Fund's statutory duties.

Support consideration of the Committee's governance arrangements, including action plans arising from independent governance reviews.

Maintain constructive and professional working relationships with the LGPS Senior Officer, the Chair of the Pensions and Investment Committee and the Chair of the Local Pension Board.

Contribute in any other appropriate way to support the administering authority's LGPS functions.

Working with the Chair and LGPS Senior Officer

The Independent Person will support the Committee Chair in discharging their responsibilities and help the Committee scrutinise the administering authority's governance and administration of the Fund.

The Independent Person will work directly with the LGPS Senior Officer, drawing on their expertise and raising any recommendations or concerns through the appropriate governance channels.

Experience and qualifications

Candidates should have significant senior-level experience of pensions governance, investment oversight or scheme administration, gained in the LGPS or another large occupational pension scheme with comparable governance, regulatory and fiduciary responsibilities. Relevant experience in public service, financial services or another governance-focused environment would also be valuable.

Qualifications or equivalent experience: one or more expected

Relevant qualifications from the Pensions Management Institute, such as an award, certificate or diploma in pension trusteeship or professional trusteeship.

Membership of, and accreditation by, the Association of Professional Pension Trustees.

Significant pensions experience gained in the LGPS or another comparable occupational pension scheme.

LGPS experience is preferred, but experienced professional trustees or others with substantial experience of comparable pension schemes may also be suitable.





Personal attributes required for the position:

Independent, objective and impartial, with the ability to provide high-level advice without conflicts of interest.

A high level of integrity and a commitment to inspiring public confidence.

Ability to understand complex issues, assimilate information quickly and apply sound judgement.

Strong analytical skills, with the confidence to scrutinise information, test assumptions and challenge appropriately.

Strong interpersonal and communication skills, including the ability to explain complex issues clearly and contribute constructively to discussion.

Awareness of current issues facing the LGPS, including governance, investment, funding and administration matters.

Experience of advising trustees, committee members or elected members on pension scheme matters, including the investment of pension scheme assets.

Knowledge and understanding

The Independent Person must maintain sufficient knowledge and understanding to advise and support the Committee effectively in relation to the administering authority's LGPS functions and responsibilities. They will be expected to follow the Powys Pension Fund Training Strategy, complete relevant induction and ongoing development, and attend appropriate training arranged for Committee members, Local Pension Board members and officers.

Conflicts of interest

Candidates must disclose any current or recent professional relationship with the Fund, Powys County Council, the Wales Pension Partnership, or the Fund's advisers and service providers. This includes involvement in an independent governance review or actuarial valuation. Each disclosure will be considered during the appointment process to determine whether it creates an actual, potential or perceived conflict of interest.

Appointment process

An appropriately constituted selection panel will oversee shortlisting and interviews in accordance with the applicable legislation, statutory guidance and Powys County Council's governance arrangements. The final appointment decision will be taken through the authority's approved decision-making process.

Remuneration and contractual arrangements

Remuneration will be agreed contractually and will reflect the responsibilities of the role and the successful candidate's experience.

The anticipated commitment is approximately 15 days a year, although the timing and distribution of work will vary according to the Committee cycle and the Fund's priorities. The commitment includes preparation for and attendance at Pensions and Investment Committee meetings; engagement with the Wales Pension Partnership; meetings with the LGPS Senior Officer and Committee Chair; relevant training; and attendance at Local Pension Board meetings where appropriate. Additional time may be agreed for specific strategic or governance work.

Illustrative time commitment



Prepare for and attend Pensions and Investment Committee meetings **(5 days)**.	Engage with the Wales Pension Partnership and relevant pool governance arrangements **(2 days)**.	Attend meetings with the LGPS Senior Officer, Committee Chair and other senior officers **(4 days)**.	Attend Committee and Local Pension Board training sessions **(2 days)**.	Attend Local Pension Board meetings where appropriate **(4 half days)**.

As well as undertake other agreed work connected with the Independent Person role.

Expenses

Reasonable expenses will be reimbursed in accordance with Powys County Council's applicable policies and established arrangements.

The successful candidate must be able to commit sufficient time to the role, including reading substantial meeting papers, attending scheduled meetings and training, and responding to significant or urgent matters where reasonable notice is provided. Some activity may take place during normal working hours, and a combination of in-person and remote attendance may be required.

Term of office

The Independent Person will be appointed for an initial term of three years. Subject to a formal review of contribution and continuing independence, the appointment may be extended for further periods of up to three years but would not normally exceed nine years in total.

Expected standards and behaviours

The Independent Person must uphold high standards of conduct in line with professional guidance and the Seven Principles of Public Life. They must also comply with relevant Powys County Council and Pension Fund policies and procedures, including those covering conflicts of interest, information governance and the reporting of breaches of the law.

Confidentiality and access to information

The Independent Person will receive appropriate access to information needed to carry out the role, subject to legal, confidentiality, data protection and information security requirements. This may include:

Reports produced by or for the Pensions and Investment Committee, Local Pension Board or Fund officers.

Annual reports, performance and administration information, actuarial reports and valuations.

Published Powys County Council Pension Fund policies and strategies.

Other information reasonably required to fulfil the role.

Information shared on a restricted or confidential basis must remain confidential and must not be placed in the public domain unless disclosure is expressly authorised by the appropriate Fund officer and permitted by law. Information obtained through the role must not be used or disclosed for personal, commercial or political gain, and the Independent Person must comply with all applicable confidentiality, data protection and information security obligations.

How to apply

The closing date for applications is 22nd November 2026.

Applications will be assessed against the experience, qualifications, knowledge and personal attributes set out in this information pack. The supporting statement should provide clear examples demonstrating how the candidate meets the requirements of the role.

Please email the following documents to pensions@powys.gov.uk:

A current curriculum vitae.

A supporting statement explaining how you meet the role description and selection criteria.

Shortlisted candidates will be invited to an in-person interview at Powys County Hall, Llandrindod Wells.

This is an independent, non-employed appointment. The successful candidate will not become an employee of Powys County Council.

Reasonable travel and subsistence expenses will be paid to candidates invited to interview. For further information, contact pensions@powys.gov.uk.

