

# Position Specification

Oil & Gas Authority

Chief Executive

### Introduction from the Chair



Thank you for your interest in this exciting role leading our energy transition at a critical time for the industry.

This role represents a unique opportunity to lead the UK's energy transition at a critical time for the industry. The Chief Executive of the Oil and Gas Authority is at the forefront of the future of the UK's oil and gas industry as we transition to net zero carbon by 2050. As has been long agreed Andy Samuel will be stepping down as Chief Executive of the OGA in December after 8 highly successful years. We are now looking for an exceptional individual to take forward his legacy.

***Tim Eggar***

***Chair, Oil & Gas Authority***

## Oil & Gas Authority

In 2013, Sir Ian Wood was commissioned to lead a review of our offshore oil and gas production. Sir Ian's review reported in 2014 and one of his key recommendations was that stewardship of the UK Continental Shelf (UKCS) should be under an independent arm's length body, funded by industry. This led to the establishment, in 2015, of the Oil and Gas Authority (OGA), with a brief to Maximise Economic Recovery for the UK (MER UK) and support industry in successfully meeting the challenges in the UKCS.

We have since taken the decision to refresh our core aim, including a requirement for industry to help the government achieve net zero greenhouse gas emissions by 2050. This provides a basis on which to transform the operational landscape and will enable secure energy supplies to continue to be delivered but with a clear focus on emissions reductions, platform electrification and the advancement of Carbon Capture and Storage (CCS) at scale.

The OGA's role is to influence, add value to and regulate the UK oil and gas industry. We aim to be a value creator, maximising economic recovery from the UK's hydrocarbon resources and helping meet the UK's energy demands, whilst assisting in driving forward industry's energy transition and move to net zero carbon by 2050. We work in conjunction with other regulatory authorities and have a range of powers to deliver this remit.

Our role is to be a world-leading authority, setting the framework for a sustainable and competitive UK oil and gas industry. We believe that economic recovery of oil and gas is not in conflict with the transition to net zero carbon and that the industry has the skills, technology and capital to unlock solutions to help the UK achieve the net zero target. We have therefore put net zero considerations at the heart of our core business, including:

- Renewing our strategy to integrate net zero
- Including net zero as a key theme in benchmarking to drive performance improvement
- Leading a study into [offshore energy integration](#) to build closer links between oil and gas and renewables and reduce carbon emissions from oil and gas production
- As the licensing authority for [carbon storage](#), stewarding projects through development and supporting the government's CCS deployment pathway

The OGA stewarded the [North Sea Transition Deal](#), which was announced in March 2021, and which supports the industry's transition to clean, green energy and a secure future for high-skilled oil and gas workers and the supply chain.

Ahead of COP26 in November 2021, we [challenged the offshore oil and gas industry to](#):

- Commit to clear, measurable greenhouse gas targets, with real progress on methane.
- Show progress on CCS, including work having started on major projects.
- Demonstrate measurable progress on energy integration opportunities – for example, an electrification project.
- Accelerate the move to ensure there is a diverse array of skills and people for the long-term energy offshore and supply industry.

All forecasts show that oil and gas will remain a vital part of the UK's energy mix as we move towards net zero. Managing the economic recovery of declining North Sea production and minimising greenhouse gas emissions are both essential.

As we continue to adapt to new ways of life brought by the pandemic, a green recovery provides an opportunity to help shape the future and deliver the UK's commitment to net zero greenhouse gas emissions by 2050. The OGA has a clear vision of the role oil and gas should play in supporting this while continuing to provide a valuable supply of energy to the UK energy mix for the foreseeable future.

The UKCS has proved itself to be particularly resilient in the face of a perfect storm of COVID-19 and periods of volatile commodity prices. The basin is globally fiscally competitive and new entrants to the basin have invested in assets. Production efficiency has reached a 16-year high of 80%, operating costs remain stable and material new discoveries have demonstrated real prospectivity. However shifting perceptions on industry's environmental credentials remain a threat to its 'social licence to operate'. Industry is well-placed to provide the infrastructure, supply chain, expertise and capital to unlock the required game-changing energy transition solutions, such as CCS and hydrogen.

The OGA's strategy requires industry to operate in a way that is consistent with the UK Government's net zero ambitions, lowering production emissions and making serious progress on the solutions that can contribute to the UK achieving net zero. In addition to MER and the net zero obligation, the revised strategy also requires industry to work in such a way that encourages collaboration with the supply chain and actively support carbon capture and storage projects.

The OGA works closely with our sponsor department – the Department for Business, Energy and Industrial Strategy (BEIS). Close relationships are maintained with the Scottish Government as well as agencies and arms-length bodies of both nations.

The OGA became an Executive Agency on 1 April 2015, with operational independence to the fullest extent possible within the established boundaries, giving us direct accountability. On 1 October 2016 the OGA became a government company, limited by shares under the Companies Act 2006, with the Secretary of State for BEIS the sole shareholder. The OGA is largely funded by an industry levy. We are headquartered in Aberdeen with a second office in London.

## The Role

This is a very demanding and high-profile public role. The Chief Executive Officer (CEO) will, with the support of the Chair and Board, lead the organisation in its role to influence and regulate the UK oil and gas industry. The CEO will be responsible for leading the OGA as an influential, capable and credible body with the industry, operating with a high degree of autonomy. They will gain the confidence of the industry across the entire value and supply chain, embracing operators, service suppliers, governments (at all levels and across all relevant departments), capital providers, and other stakeholders.

The CEO's responsibilities will include:

- Leading the OGA, a relatively new, small and highly motivated organisation, within an environment where the pace of transition is likely to be both rapid and sensitive. The OGA must support the sector to deliver the transition in the smoothest way possible, being mindful of the challenges ahead and the need to adapt the path to transition along the way.
- Engaging, influencing and enabling the industry and other key stakeholders to deliver the dual responsibilities of the economic recovery of oil and gas together with transitioning to net zero carbon by 2050. One of the OGA's primary goals is to align business behaviour with public interest and reliable risk mitigation.
- Maintaining a vision and strategy in which the OGA creates momentum, remaining at the forefront and proactively managing current challenges, constantly being ahead of and anticipating future demands.
- Lead the OGA in executing its statutory duties, powers and legal responsibilities.
- Delivering the OGA's responsibilities specifically with regards to:
  - Exploration
  - Asset stewardship
  - Regional Development
  - Technology
  - Data and digital
  - Significance of the supply chain
  - Unlocking value through partnerships
  - Reducing decommissioning costs and net zero
  - Carbon Capture and Storage
  - Offshore licensing and consents
- Proactively communicating the OGA's agenda and successfully engaging and influencing external stakeholders
- Ensuring the OGA continues to be a "Great Place to Work".

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**Person Specification**

Above all, this role requires an experienced leader, with high levels of emotional intelligence and excellent communication skills, who will take on the challenging, rewarding and complex task of leading the Oil and Gas Authority.

**Key Candidate Criteria:**

The successful candidate will need a strong track record of personal accomplishment at very senior levels in the energy sector, ideally with experience of working within UKCS upstream oil and gas, or a related industry, such as the oilfield supply chain or renewables. Direct experience of the “energy transition” market is highly desirable, specifically in the areas of offshore wind, CCS, hydrogen and decommissioning. The new CEO may also have spent time working internationally or with an international remit. The ability to work successfully with governments, ministers and officials is critical. Additionally, the candidate will be expected to have:

- A proactive and agile leadership style, with the ability to listen, engage and collaborate to enable the organisation to deliver its challenging remit.
- Excellent communication skills, both internally and externally.
- Passion for energy transition: the new CEO must command the respect of industry and Government, showing a balanced understanding of the challenges facing in the UKCS in transitioning to net zero carbon by 2050.
- A demonstrable track record of stakeholder engagement, collaboration and influencing a diverse range of audiences such as industry and government and the ability to be effective in a sensitive, political environment open to public scrutiny.
- Excellent people management and interpersonal skills to be able to attract, retain, engage and motivate high calibre colleagues with the necessary skills to deliver the OGA’s strategy.
- Confidence to maintain a robust regulatory position based on evidence when subject to challenge or resistance.
- Flexibility in their approach to engaging with the OGA team and broader stakeholder community. Goal orientated with a strong political antennae, capable of embracing change and innovating.
- Be a knowledge/information focused leader, robust of character, with a low-ego style.
- Be committed to embracing inclusion and diversity, whilst promoting equality of opportunity within the organisation.

## Terms and Conditions

### Salary

Up to £275,000 per annum plus performance-related pay opportunity and pension.

### Duration

Initially envisaged as a 3 year fixed term appointment with the possibility of extension.

### Holidays

Annual leave amounts to 25 days per annum plus 8 days public holidays. The annual leave allowance will increase by one day per year on the following sliding scale of 25 to a maximum of 30 days based on completed length of service.

### Other Employment Benefits

For more information on the following benefits please follow the links below:

- Pensions [Civil Service Pensions : Members \(civilservicepensionscheme.org.uk\)](http://civilservicepensionscheme.org.uk)
- Other OGA benefits: [Link](#)

### Security Clearance

The successful candidate is likely to be required to obtain security clearance.

### Relocation

This post is advertised on a voluntary move basis so relocation expenses are not available.

### Location

The headquarters of the OGA is to be Aberdeen, though the post holder will be required to spend time in both Aberdeen and London. Other ad hoc travel may be required.

### Equal Opportunity, Inclusion and Diversity

We are committed to embracing inclusion and diversity whilst promoting equality of opportunity. Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our colleagues and partners.

As part of this commitment we are accredited a Disability Confident Committed employer. We have also been awarded silver accreditation for the Gender Diversity Benchmark through Business in the Community, The Prince's Responsible Business Network. In addition, we are signed up to their Race at Work Charter and implement its five principles. As a further commitment to attracting, retaining and developing a diverse workforce we have signed up to the Axis Pledge.

We are a diversity friendly employer and welcome applications from all sections of the community. In order to help us to monitor the success of our commitment to equality, diversity and inclusion, all applicants are requested to complete the Equal Opportunities Monitoring Form. This form is used for monitoring purposes only and will not be made available to the selection panel.

We are committed to providing equality of opportunity for all candidates during the selection process, to enable us to appoint staff from a diverse pool of talent. Part of this commitment is that we

guarantee an interview to any candidate who has a disability, as defined by the Equality Act 2010, provided that they meet the minimum essential eligibility criteria as set out in the job description and declares their disability in their application. The Equality Act 2010 defines a person as being disabled if they have a physical or mental impairment which has a substantial and long-term effect on their ability to carry out normal day to day activities.

**Regulations and Duties**

As a public body it is imperative that the OGA establishes and maintains a reputation for impartiality, integrity and high professional standards. There must never be any reason for people outside the OGA to suspect that our decisions may be influenced by private interests. Full details of the duties that apply to all OGA roles including financial interests, conflict of interest/share ownership and political activities are available [here](#).



## The Selection and Recruitment Process

Russell Reynolds Associates (RRA) has been appointed to support this recruitment.

### Indicative Timetable *(subject to change)*

<b>Closing date for applications</b>	<b>16<sup>th</sup> March 2022</b>
Longlist Meeting	w/c 21 <sup>st</sup> March
<b>First Interviews with RRA</b>	w/c 21 <sup>st</sup> - 4 <sup>th</sup> April
<i>Shortlist Meeting</i>	w/c 11 <sup>th</sup> April
<b>Informal Stakeholder Meetings</b>	w/c 11 <sup>th</sup> & 18 <sup>th</sup> April
<b>Final Interviews</b>	w/c 2 <sup>nd</sup> May

## Application Instructions

The closing date for applications is **Wednesday 16<sup>th</sup> March 2022**.

Please submit your full application by email to [responses@russellreynolds.com](mailto:responses@russellreynolds.com). Please quote the role title and assignment code **P2107-027L** in the subject heading of the email. All applications will be acknowledged. All applications must include the following:

1. A **Curriculum Vitae** with your education, professional qualifications and full employment history.
2. An accompanying **Supporting Letter** (maximum 2 A4 pages) – setting out your suitability for the role and how you meet the criteria set out in the person specification.
3. **Inclusion, Diversity and Equality Monitoring Form**. All applicants are invited to complete a this form to assist OGA with monitoring its recruitment processes. The Monitoring Form will not be seen by anyone assessing your application. Please find the form available [here](#).
4. **Disability Confident Scheme**, *if applicable*.  
As a Disability Confident employer, OGA guarantee to interview disabled applicants who meet the minimum selection criteria of the role as outlined in the job description. To be considered under this scheme please select this option available on the Inclusion, Diversity and Equality Monitoring Form.

If you require an adjustment at any stage of the recruitment process, please email the RRA team at [responses@russellreynolds.com](mailto:responses@russellreynolds.com)