

Position Profile

Title: Non-Executive Director



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1. Welcome Note from Colin Hood, Chairman

Dear Candidate,

Thank you for your interest in this unique opportunity to help shape and support ORE Catapult in our core mission of accelerating the creation and growth of UK companies and innovative technologies in the offshore renewable energy sector.

In a year of political change and challenge, it is with great pleasure that I am able to reflect on strong and consistent progress by the Offshore Renewable Energy Catapult in delivering an innovation, research and growth agenda absolutely in tune with the UK Government's priorities and industrial strategy.

Our continued focus on close collaboration with the industrial and academic leaders in renewable energy has driven greater levels of applied research and innovation, product development and supply chain engagement and growth, all in market sectors critical to delivering on our commitment to net zero.

Perhaps the biggest development has been our regional expansion, with our well established centres in Glasgow and the North East of England now being complemented by Centres of Excellence in the Humber and Pembrokeshire, as well as new offices in East Anglia, the South-West and Aberdeen. ORE Catapult is delivering real impact cross the UK, directly contributing to the Government's levelling up agenda.

And we have continued to develop close collaboration across the Catapult Network, with economic growth and technology development programmes leveraging the very best practice and experience from across the UK's world-leading industrial spectrum.

As we look to the future, our Board continues to exercise strong governance, assessing risks and future growth potential, and ensuring that we continue to deliver exceptional returns on the investment entrusted to us.

With an eye towards post-Covid investment and growth, we are well-advanced in developing a new portfolio of multi-million-pound projects in close alignment with the Government's ambitions for regional, low-carbon job creation, research and innovation. ORE Catapult is operating at the forefront of the green economic recovery and has strong ambition to deliver even greater economic and social benefit over the coming few years.

It is with great excitement that we look to further strengthen our Board with the appointment of another Non-Executive Director (NXD).

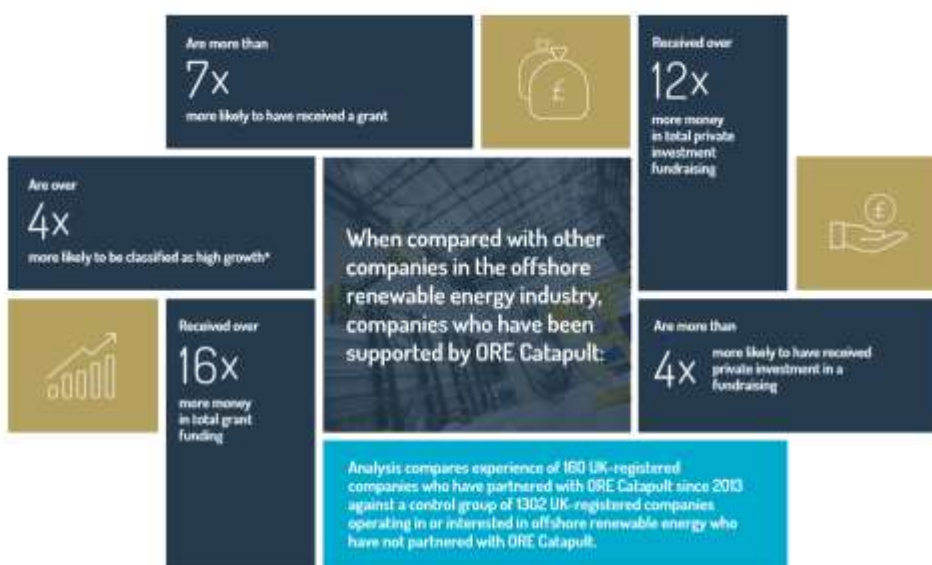
I wish you well with your application.

Colin Hood
Chairman

2. The Company

ORE Catapult mission is to play a key role in delivering the UK's largest clean growth opportunity, through accelerating the creation and growth of UK companies in the offshore renewable energy sector. We will use our unique facilities and research and engineering capabilities to bring together industry and academia, driving innovation in renewable energy. ORE Catapult is working with industry and academia to identify, develop, prove and de-risk promising new technologies and bring them to market. We help reduce the cost of offshore renewable energy, supporting the growth of the industry, creating UK benefit and enabling offshore renewables to become the UK economy's largest driver of clean growth.

The below illustration speaks to ORE Catapult impact in 2019/2020.



Our Strategic Objectives:

We use our unique facilities, research and engineering capabilities to bring together industry and academia, driving innovation in renewable energy. To deliver our strategy, we have developed four core strategic objectives: Operational Performance, Accelerated Technology Development, New Frontier and UK Growth Platforms.

1. **Operational Performance** – we will enable the UK to become internationally recognised as a centre of excellence for operating offshore renewable plants, and for UK innovators and solution providers to develop products and services that will build and maintain a UK based supply chain, boosting productivity of UK businesses and creating an exportable commodity
 2. **Accelerated Technology Development** – we will be internationally recognised as the go-to testing and validation centre for the industry’s original equipment manufacturers (OEMs), and in doing so act as the access point to UK-based high-value supply chains, and help develop and validate new innovations ready for the market
 3. **New Frontiers** – we will identify and accelerate promising technologies towards commercialisation, seed the next generation of high growth businesses, and help them access the UK’s indigenous market and export opportunities
 4. **UK Growth Platforms** – we will develop cross-cutting support platforms essential for ensuring economic impact from the other three strategic objectives
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3. Organisation Culture

ORE Catapult is aware that the way in which we deliver is just as important as what we deliver. Our four core values set out the types of behaviour we expect of our employees and set the tone for the culture of our organisation. We want our staff to embody the values of Innovation, Excellence, Integrity and Collaboration.

1. **Innovation** – seek out new ideas and ways of working and embrace positive change whilst recognising our limitations, accepting challenge and challenging assumptions
2. **Excellence** – consistently take personal responsibility for delivering successful outcomes, demonstrating resilience and determination to overcome barriers and continually looking for ways to improve
3. **Integrity** – value, recognise and reward every individual’s time, commitment, and diverse and constructive contribution, treating everyone with equal dignity and respect
4. **Collaboration** – wholeheartedly commit to building enduring, positive working relationships, recognising and supporting the needs of others and working openly and honestly towards mutual success

Equality, diversity and inclusion is hugely important to the business. At ORE Catapult we recognise the importance of providing an inclusive workplace for all our people to feel safe and supported at work, no matter what their individual characteristics. We encourage everyone to bring their whole selves to work to enable an environment that is supportive and collaborative and where integrity is valued. As well as benefiting employees, we believe this approach also creates the conditions for the diversity of thought and innovation that will allow individuals to perform at their best, for the benefit of everyone. Demonstrating resilience and determination to overcoming barriers, we will strive to achieve excellence.

4. About the Opportunity

To ensure ORE Catapult successfully deliver on our growth strategy, we are looking to bolster our Board by appointing a Non-Executive Director (NXD). Board members are collectively responsible for setting the strategic direction of the company, determining its vision and business plan, and ensuring its long-term success. Individually, and working in collaboration with the Executive team, the selected professional must ensure that ORE Catapult achieves its aims and objectives efficiently, effectively and in accordance with legal and regulatory requirements.

The selected professional will play a core role in developing business strategies, driving new innovations and establishing fundamental external relationships to ensure ORE Catapult has the desired impact on the offshore renewables sector.

To ensure a successful appointment the selected professional must be able to deliver against the following objectives:

1. Continue to transform the face of offshore renewables in the UK
2. Engagement of employees to embed a multi-site strategy
3. Demonstrable evidence which points to ORE's efforts and desire to see more of the supply chain process anchored in the UK
4. Progress in the creation of jobs in the UK by establishing exceptional relationships with government/bodies of power globally

The appointment will have an initial term of three years which may be extended for a second term. The duties of the NXD will vary but will include as a minimum regarding conduct:

- Attendance and participation in Company meetings and internal and external events as required. Service on the Company's Sub Committees as directed from time to time. These meetings can be done either in person or remotely via electronic link
- Maintain appropriate standards of behaviour in accordance with the Code of Conduct and role model these for the Group
- Participation in ad-hoc discussions between the Board and other employees of the Company and individuals as agreed from time to time
- Make an effective and engaged contribution to strategic discussion, debate and decision making
- Promoting, protecting, developing and extending the business of the Company

5. About the Professional

The organisation is keen to further diversify the Board's expertise by introducing specific skill and knowledge with the appointment of our next NXD. The following are desired attributes of potential candidates:

- A genuine interest in accelerating the creation and growth of UK companies in offshore renewable energy
- Sound understanding and prior experience working with large scale manufacturing processes. Previous experience and knowledge in the renewables sector are desirable however, not essential
- Extensive experience in multi-site operations and an excellent understanding of the mechanics of supply chain and procurement
- Experienced in decision making regarding new geographies and investment for growth, holding the appropriate influencing and leadership skills associated with this requirement
- Track record of holding Board appointments within large organisations
- Commercially astute and able to positively influence in political environments
- Able to empower employees and drive transformation across all verticals of the business
- Emotionally intelligent and empathetic with a genuine desire to make a difference to this sector and its impact on the UK

Personal Qualities:

- Passionate about the ORE Catapult vision, its values and customer focused ethos
- Understands the principles and practices of collective Board responsibility and decision making
- A dynamic leader with exceptional stakeholder influence and relationship skills
- Progressive thinker with the ability to drive new initiatives
- An eye for innovation
- Collaborative in style
- A strong desire to make a difference

ORE Catapult appreciates the value of diversity in the workforce and would welcome applications from the broadest range of candidates.

6. Remuneration

The remuneration for the position of NXD with ORE Catapult is £10,000 per annum plus £2k for chairing subcommittee.

In terms of time commitment of the role, there will be roughly five board meetings and two strategy meetings.

7. The Recruitment Process

Candidates wishing to apply should provide a tailored CV and covering letter. This should be addressed to sophierandles@livingstonjames.com.

Initial conversations will take place with Livingston James, our retained advisors. Shortlisted professionals will then be invited to interview with Colin Hood, Chairman and selected Board members.
