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Non-Executive Director (People, Reward and Remuneration Committee)

Hiring organization
Ned Capital

Employment Type
Part-time

Beginning of employment
1st November 2026

Duration of employment
3 year term

Industry
Commercial Property

Job Location
London, South East, United Kingdom

Working Hours
9-5

Date posted
September 12, 2026

Valid through
31.10.2026

Description

UK (hybrid) · Board-level appointment · Competitive non-executive fee · Initial three-year term, renewable

The opportunity

A UK organisation is seeking a Non-Executive Director with a senior people, reward or human-capital background to join its board and contribute to its Remuneration Committee. As boards face growing scrutiny of executive pay, workforce reward and the relationship between the two, they increasingly value a non-executive who brings genuine depth in remuneration, talent and organisational matters alongside sound board-level judgement.

This is a governance appointment. The role is to provide independent oversight and challenge on remuneration and people matters — helping the board set reward that is fair, defensible and aligned with long-term success — not to run the HR function. The successful candidate will bring their people-and-reward expertise to bear as a full member of the board.

Responsibilities

Key responsibilities

Contributing to (and potentially, in time, chairing) the Remuneration Committee's oversight of executive and senior-management reward
Bringing independent judgement to remuneration policy, its alignment with strategy and performance, and its defensibility to shareholders and stakeholders
Providing board-level perspective on talent, succession, organisational capability and culture
Overseeing how executive reward relates to wider workforce pay and fairness
Contributing as a full member of the board to strategy, performance oversight and constructive challenge
Upholding independence and the standards expected under the UK Corporate Governance Code

Qualifications

What we're looking for

A senior career in HR, reward, people or human capital (e.g. Chief People Officer, HR Director, Reward Director or equivalent)
Genuine expertise in executive remuneration and its governance
The ability to operate at board level — oversight and challenge, not execution
Independence, sound judgement, and the confidence to challenge constructively
Existing board experience welcome; we will also consider first-time NEDs of the right calibre

Job Benefits

Terms and commitment

Initial three-year term, renewable by agreement. Competitive non-executive fee, with D&O liability insurance and indemnity in place. Typically several days per quarter across board and committee meetings, preparation and occasional additional matters. Hybrid, with some in-person attendance.

NED Capital is a founder-led board and non-executive search firm placing non-executive directors, committee chairs and board chairs across the UK. Every search is led personally by Adrian Lawrence FCA. All approaches are handled in strict confidence.