Financial Reporting Council

Candidate Brief

FRC Senior Advisor Role

August 2026

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Introduction from the Chair of the Conduct Committee

Over the past year, the FRC has reaffirmed its dedication to serving the public interest and fostering economic growth through its work on corporate governance, corporate reporting, and audit and actuarial policy.

The Conduct Committee approaches its responsibilities with careful deliberation. It must weigh the implications of its decisions on firms and professionals operating in the complex and demanding fields of accounting, auditing, and actuarial science, while remaining steadfast in its mission to protect the public interest, uphold the standard the market expects and relies upon, and hold accountable those who fall short of the standards.

As Chair of the Conduct Committee, I look forward to welcoming a new Senior Advisor to the FRC during this exciting period for our organisation.

David Willis
Chair of the Conduct Committee

About the FRC

We regulate auditors, accountants and actuaries, and we set the UK's Corporate Governance and Stewardship Codes. We promote transparency and integrity in business. Our work is aimed at investors and others who rely on company reports, audit and high-quality risk management.

The FRC is governed by its Board. The Board discharges some of its responsibilities directly and others through its two governance Committees and its regulatory Committee (Conduct). The regulatory committee is supported by Senior Advisors.

The Role

The Senior Advisor will offer technical guidance to the FRC, predominately the Conduct Committee, Enforcement Division and Supervision Division but may be called on to give ad-hoc advice across the organisation.

Enforcement remains central to the FRC's role in acting in the public interest. The FRC has recently revised the Audit Enforcement Procedure (AEP). The updated framework represents a significant development in the FRC's move towards a more integrated regulatory approach which aligns its supervisory, investigatory and enforcement activity more closely.

The Enforcement Division at the FRC acts to protect the public interest, maintains confidence in the regulatory regime, and deters breaches of relevant requirements by holding to account auditors, accountants, accountancy firms and actuaries to support high standards in audit, accounting, corporate reporting and actuarial work.

The Conduct Committee is responsible for oversight of the FRC’s enquiries, investigations and enforcement function, ensuring that appropriate cases are investigated and conducted fairly, in the public interest, in a timely manner and in accordance with due process and the Regulators’ Code. The Committee determines whether the thresholds for opening investigations are met. It also takes decisions about the publication of its decisions and investigation outcomes.

Conduct Committee meetings are held on average eight times a year and Senior Advisors are required to prepare for and attend Conduct Committee meetings as non-voting members to provide Committee members with technical expertise and advice.

Senior Advisors are also called upon to provide advice and constructive challenge to Executive Counsel and the case teams within the Enforcement Division. This may include analysis of key information and advising on matters relating to the progression of open investigations, scrutiny of case budget requests, presentations, and reviews of drafts publications such as the Annual Enforcement Review.

The Supervision Division leads the FRC's work in monitoring and reporting on the quality of audit work and corporate reporting in the UK. The Division promotes and supports the delivery of high quality, independent auditing and compliant, consistent, and useful corporate reporting which serve the public interest.

The Division performs the FRC’s supervisory and monitoring functions, which include: inspecting audit quality in statutory PIE audits, major local bodies and market traded companies in the Crown Dependencies; overseeing the main accountancy professional bodies and the delivery of their own statutory responsibilities; reviewing corporate reporting in the UK to monitor compliance with financial, non-financial and sustainability reporting requirements; the Division seeks to support companies to produce high quality corporate reporting and firms in delivering high quality statutory audit by promoting good practice and specific or market wide areas for improvement and development.

As a subject matter expert, the Senior Advisor will be asked to provide support and challenge on matters pertinent to the executive teams within the Supervision Division, with a particular focus on the work of the Audit Quality Review (AQR) teams and also act as advisors on projects.

The Senior Advisor will work with the AQR team to advise on “hot” reviews of AQR inspection grading, Grading Reconsideration Panels when reconsideration has been formally requested by a firm and sit on our Developing AQR Project Board. You may also be called up to provide advice and support in relation to the Corporate Reporting Review’s (CRR) assessment of complex and higher profile cases and providing input into the CRR Annual Report.

I have served as a Senior Advisor at the FRC for nearly nine years, contributing to both the Supervision and Enforcement Divisions, as well as the Conduct Committee.

This role has been immensely rewarding, offering deep insight into the principles and processes that underpin the regulation of audit and actuarial firms. The work is highly varied, ranging from strategic review of processes to advising on specific enforcement case teams and AQR inspections.

It has been an intellectually stimulating experience. Whilst having no decision-making powers, you engage with and learn from highly skilled executives and fellow advisors who are leading experts in their fields. The FRC Board and executive team value and thoughtfully consider the external perspectives and experience advisors bring to the table.

Anne Whitaker, Former Conduct Committee Senior Advisor

Serving as a Senior Advisor to the Conduct Committee has been an immensely fulfilling experience, particularly for someone like me with a career deeply rooted in the auditing profession. The role offers a unique opportunity to apply auditing expertise and professional judgment to complex and often nuanced cases, helping to shape appropriate and proportionate responses. The Committee and staff are not only a pleasure to collaborate with but also genuinely value the insights and challenges that Senior Advisors contribute.

Beyond advising the Conduct Committee, I've also had the chance to take on broader responsibilities - providing input on investigations and engaging in wider discussions about the auditing profession and the evolving role of the FRC. I wholeheartedly recommend this role, especially at such a pivotal time for the FRC as it continues to strengthen its position as the regulator of the auditing profession.

David Snell, Conduct Committee Senior Advisor

Specific Requirements

The FRC is looking to recruit a Senior Advisor with one or more skills in the areas set out in the candidate requirements below:

As well as meeting the eligibility criteria and essential criteria, candidates should meet the following specific requirements:

- In-depth knowledge of ethical and technical standards relevant to UK financial reporting and statutory audits, along with an understanding of the associated challenges.
- Senior qualified accountant/auditor with comprehensive experience in the application of accounting, auditing and ethical standards
- Extensive experience as a senior Audit Partner, Finance Director, and/or Audit Committee Member.
- Current, applicable knowledge of financial reporting frameworks, standards, and principles.
- Proven experience in preparing or auditing financial statements and making nuanced accounting judgments.
- Ability to assess the relevance and reliability of complex financial statements, with a strong understanding of the issues and challenges in UK corporate reporting today.

- Experience in ensuring compliance with accounting and other reporting requirements, either in an advisory capacity or as an Audit Committee Chair.

Eligibility Criteria

The FRC is an independent, fully objective regulator and the UK's designated Competent Authority for audit.

Candidates cannot be:

- Officers of the actuarial and accountancy professional bodies regulated by the FRC.
- Practicing auditors or a person who has during the last three years:
  - carried out statutory audits;
  - held voting rights in an audit firm;
  - been a partner or employee of an audit firm;
  - been a member of the administrative, management or supervisory body of an audit firm; or
  - been personally contracted to provide services to an audit firm.
  - In addition, Senior Advisors may not participate in any decision relating to an audit firm or company for which they have worked until a period of ten years has passed since that employment. Information relating to enforcement action against their former employer will be redacted from their meeting papers.

Essential Criteria

All candidates should meet the following criteria:

- Experience as senior executive with strong financial background.
- Extensive knowledge and understanding of the associated challenges in relation to their subject matter area.
- An ability to demonstrate significant credibility in their subject matter area to stakeholders.
- An ability to consider the public interest and the interests of a wide range of stakeholders when developing and analysing solutions.
- Experience in digesting and distilling large volumes of detailed information to achieve a clear understanding of the central and pertaining issues.
- A commitment to apply integrity, independence, objectivity, evidence-based thought and constructive challenge throughout their work.
- Strong ethics closely aligned to the FRC's Values and Behaviours.
- An aptitude in navigating uncertainty and managing competing views and in working collaboratively and constructively within a team.
- An understanding of the principles underpinning the Regulators' Code.

Terms of the Appointment

Senior Advisors are expected to demonstrate the FRC's Values and Behaviours and adhere to the FRC's Code of Conduct. This includes making up-to-date declarations of their financial and non-financial interests. The declared non-financial interests of the Senior Advisors will be published on the FRC's website.

Appointment Term: The successful candidate will be appointed for an initial three-year term.

Remuneration: The Senior Advisor will receive an annual fee of £23,292. This also includes preparation and attendance at committee meetings.

Time Commitment: Other commitments may vary from month to month depending on committee's workflow. Senior Advisors will be expected to be able to respond to requests from the Executive in a timely manner.

Location: Committee meetings and meetings with executive staff are typically held at the London office but may occassionaly be held at the Birmingham office.

Recruitment Process and how to apply

We have partnered with Veredus to support the recruitment campaign for this role. To apply you will need to submit the following documentation, via the Veredus website – Opportunities | Veredus, quoting the reference number:

1332 – Senior Advisor

by no later than **23:59 on 25 September 2026:**

- A short **covering letter** of not more than three A4 sized pages explaining why this appointment interests you. Your application should set out clearly why and how you meet the essential criteria described above as well as why and how you meet the specific criteria set out for the role.
- Your current **CV** with educational and professional qualifications and full employment history, explaining any gaps in your employment history, giving details where applicable of budgets and numbers of people managed, highlighting relevant achievements in recent posts.
- The names of at least **two referees** who may be contacted at shortlist stage, i.e., before the final interview, describing in what capacity and over what period of time they have known you. Referees will not be contacted without your consent.
- A completed **Diversity Questionnaire** (*via this link*):

  CLICK HERE TO COMPLETE THE DIVERSITY MONITORING FORM

The FRC is committed to achieving a workforce that reflects the society it serves, at all levels including the most senior. Collecting this information enables us to identify whether we are recruiting from the widest possible pool of talent and check that all groups are being treated fairly throughout the process. Your Diversity Questionnaire will be stored separately from your application and will not be disclosed to anyone involved in assessing your application. If you do not wish to provide a response to a particular question, you should complete the 'prefer not to say' option.

- A completed **Candidate Supporting Information Form** (*via this link*):

  CLICK HERE TO COMPLETE THE CANDIDATE SUPPORTING INFORMATION FORM

- A completed **Conflicts of Interest Questionnaire** – Please download the form from the supporting documentation linked to this role on our website and upload with your submission. You should note that any declared conflict of interest will be provided to the panel and may, if appropriate, be discussed with you during interview.

All submissions will receive an on-screen acknowledgement when you apply through the Veredus website.

At Veredus, we take care to protect the privacy of our candidates and clients. To read more about how we collect, store and share your data please read our privacy notice which can be accessed here: Veredus | Privacy Policy

Should you encounter any issues with your online application please get in touch with us via: *centralgovernment@veredus.co.uk*

We want to make sure our recruitment process is as accessible for you as possible. If you need helpful adjustments due to a difference, condition, or disability, please let us know and we will do our best to accommodate any adjustments you may need.

Shortlisted candidates will be invited to attend an interview, and final appointments will be subject to the provision of two satisfactory professional references and People Committee approval.

Schedule	Date
Applications close	25 September 2026
Preliminary interviews with Veredus	w/c 12 October 2026
Final Interviews	w/c 2 & 9 November 2026 (London)
People Committee approval	9 December 2026
Shadow Conduct Committee meeting	15 December 2026

Term of office begins	1 January 2027

Scheduled Conduct Committee Dates for 2027

- 16 February
- 24 March
- 4 May
- 16 June
- 20 July
- 7 September
- 26 October
- 14 December

Financial Reporting Council

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