

NEWSLETTER



MONDAY 05/08/2024

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UPCOMING EVENTS

- Thursday 26 September, at the Ofcom office:**
“Regulating for resilience: a whole of society approach”.
 This event brings together representatives from Cabinet Office Resilience Directorate, the National Preparedness Commission, the National Infrastructure Commission and regulators to discuss current measures and initiatives to ensure the UK can be resilient to ever-evolving and complex risks, focus on prevention, as well as preparedness, and encourage a shared understanding of risks across partners, collaborating to bring a whole of society approach to resilience.
- End of Nov / early Dec 2024, joint UKRN / WIG event on adaptation: “What has happened to adaptation? A stocktake on adaptation progress and the role of regulators in supporting, enabling and facilitating this work”.**
 This event aims to set out what progress has been made so far in climate change adaptation, an area that, although topical, has suffered from a lack of focus and funding. Representatives from Government, the regulated sectors and industry will come together to take stock and explore how a more collaborative approach can enable this work to go further.

THIS EDITION OF THE NEWSLETTER IS BROUGHT TO YOU BY THE 2024 INTERNS!

The interns; Jack, Rafia and Oliver, have written this edition of the newsletter. They started their internship with us on the 24th June. It was a 6 week long programme in which the UKRN team encouraged them to take every opportunity to learn, network and have fun.



JOBS BOARD UPDATE

Since its launch in December last year, the UKRN Jobs Board has become the most popular page on our website, with an average of over 500 visitors per month. We've now had almost 1,000 roles posted across 16 of our member regulators, with successful placements coming directly as a result of advertising there. We are planning some further improvements to the search and functionality of the site over the next few weeks to support its growth and continued success.





Our Next Generation Non-Executive Directors Scheme is now in its 4th year, and we are preparing to open applications for our next cohort of candidates, to start their 12-month placement from January 2025. In 2024 we had 17 participants successfully placed with member regulators who including ICO, TPR, Ofcom, Ofgem, Ofwat and ORR and this year we are pleased to welcome the FCA to the programme.

The aim of the programme is to create unique opportunities for colleagues to boost their careers in making a difference through non-executive work, by:

- **widening the talent pipeline for Non-Executive Directors** in the public sector – to promote inclusion and to maximise the potential of candidates who can bring diversity of thought and experience to a non-executive role;
- creating **greater transparency** around the role, functions and requirements of a non-executive;
- supporting the sustained success in the **appointment of under-represented candidates** to panel or committee positions and/or as Non-Executive Directors or Chairs;
- offering opportunities for **individuals to gain experience** in board, committee and panel work and strengthen any future applications they may make for such roles.

Successful applicants enjoy a one-year programme of shadowing opportunities across member organisations' committees and panels, offering to these Next Gen NEDs an experience in board meetings, committee's or panel work and strengthening skills for future applications that they may make for such roles.

Building a diverse pipeline

The window for applications will open again in September 2024 for the next round of 12-month placement opportunities, and are pleased to expand the number of Boards, Panel and Committees that we can offer to participants. We are proud to be building a diverse pipeline of people who will become future Non-Executive Directors and bring a rich mix of thinking styles, perspectives and innovative ideas.

As part of this approach, we also have an online **Community of Interest** group, with over 300 members, and which provides inspiration, networking opportunities and online events, featuring advice from a range of speakers including NEDs, HR specialists and recruitment consultants.

Interested in getting involved?

[If you are interested in finding out more about the scheme or the community of interest, then please email \[NCN_UKRN@caa.co.uk\]\(mailto:NCN_UKRN@caa.co.uk\).](#)

I joined the UKRN from the Civil Aviation Authority in June this year to take on the role of Manager and Net Zero Lead. I have, however, a long history of engaging with the UKRN, in different capacities.

There are so many reasons I am proud to work for the small but impactful organisation that is UKRN: it promotes excellence through collaboration, a critical factor that enables cohesive, cross-sector progress; it focuses on topical issues that matter, such as climate change, resilience, vulnerability, sustainable economic growth and effective regulation; and it delivers tangible benefits to its members. And this wouldn't be possible without the UKRN's capable, passionate and tightly knit team, who have made me feel very welcome.

In my first few months in post, I have focused on developing a well-structured net zero programme that can deliver the UKRN core strategic objective of enabling the net zero transition, including exploring the feasibility of setting up a regulatory sustainability course based on the very successful Vulnerability Academy. I continue to work with government on how to map out the net zero transition in a coordinated, cross-sectoral way, and support the new Chair of the Climate Change Network to maximise the group's value and effectiveness, as well as collaborate with the team on other activities.

I don't doubt my portfolio of work will develop further as I, myself grow in the role and I look forward to the challenges and opportunities that lie ahead.



BARBARA

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**UPDATES ON
HER
TIME AT THE
UKRN SO FAR**



JACK

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**HIS TIME AT
THE UKRN**

The past 6 weeks of my internship have been an experience that I won't soon ever forget. As I head off into my final year at LSE to complete my economics degree, I carry with me the many lessons and connections the team has gifted me.

The highlights of my experience have been the days where we were introduced to some of our member regulators. Meeting with Ofcom, Ofwat, CAA, ICO and the PSR has given me an insight into the inner workings and goals of these organisations and how my own skills and working style align with them. This has provided me a sense of certainty as to what I want to pursue after my degree that no other programme could match. Making this internship a truly one of a kind experience that money cannot buy.

This internship has greatly helped me become more confident in myself both in my professional and personal life. 6 months ago I would've never thought I could do what the UKRN has empowered me to. From offering insights in whole-team meetings to delivering presentation to the whole team to networking across many regulators. This internship has made me realise my full potential by giving me the opportunity to develop myself and my professional skills.

It has also given me confidence in my future career by giving a broad range of experience with many different regulators. Being able to talk to managers and employees from a range of different regulators of a range of different rolls gave me an insight into what it is these regulators actual do on a day-to-day basis. Giving me confidence that I can find the role that fits me the best in my future career.

Overall working with the team these past 6 weeks has been a tremendous experience and I look forward to applying the skills I've learnt in my future career and life.



OLIVER

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HIS TIME AT THE UKRN

Probably the first thing that I learnt during my time at the UKRN was how approachable everyone is. Not just within UKRN but within the regulatory industry. Everyone was always keen and interested to talk about what they do in their role and how they got into regulation. For a lot of people it seemed that none of them really left school with a view to get into regulation but since they've been here, they wouldn't go back.

During the program we spent a lot of time sat in Network meetings and visiting other regulators which was a fantastic opportunity to learn a lot about regulation from a plethora of different perspectives. We learnt about what regulators can do, but also, what they can't do. Being with UKRN was particularly valuable though as we were able to see how regulators can work together on similar issues despite being in fundamentally different sectors.

We also had the privilege of having Kevin Smith as our 'line manager' during our time here. I put it in quotation marks because he was so much more than that. Kevin was invaluable in developing our soft skills and showing us by example how to develop great relationships with people. Having the technical skills for a job will only ever get you so far and so to have somebody like Kevin who brings life and energy to everything he does is something we will always be grateful for!

The standout day for me of the internship would be our first outing to Ofcom. We met loads of wonderful people there including all of their interns and listened to plenty of guest speakers. Kevin also did a short presentation to them that obviously stuck with them as when we returned a few weeks later they were asking why he hadn't come with us!

As a law student, you might wonder why I chose an internship in regulation. Initially, I saw it as an opportunity to showcase my skills outside of law. It has been that and much more, providing a journey of continuous learning and personal development. I'm thrilled to have undertaken this internship, where I've gained invaluable people skills, professional etiquette, and extensive knowledge about the regulation sector, thanks to the incredible support of the UKRN, who have shown how regulators collaborate on cross-cutting issues.

I've learned so much from the people I've met and was fortunate enough to attend events with various regulators, all of which were fantastic.

The intern day at the PSR was particularly engaging and gave me a deep understanding of the payment systems regulator's crucial role in the UK. Our days with Louise Buckley have also been incredibly helpful, offering insights into personal development, CV enhancement, and performance improvement.

I'd like to give a special thanks to Kev Smith, who has been an amazing mentor and support system. I'm very grateful for the skills he has taught me, demonstrating that while knowledge is important, people skills leave a lasting impact. I'd also like to thank Attricia for trusting Kev and Makedah by allowing an extra intern. The three of us have integrated well into the team and have worked together very well, which has shown me what a professional, collaborative working environment is like.

Finally, I would like to thank the entire UKRN team. They have all been supportive and welcoming, and I could not have asked for a better team to be a part of.



RAFIA

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HER TIME AT THE UKRN

KEV'S ROUNDUP

I have had the absolute pleasure of mentoring Rafia, Jack and Oliver over the 6 weeks they have been with us. The decision, on interview day, for us to offer all 3 candidates an internship, and therefore put a distinct marker down as part of 'our making regulation an attractive career choice' objective, was one of the best decisions we could have possibly made.

As I reflect on what the UKRN experience has given to them, it is best captured by what my colleague, Carey-Ann, said about them: 'You have contributed as much as you have learned'. From day 1, Rafia, Jack and Oliver have thrown themselves into every aspect of the internship. I asked them to 'be a sponge' and 'to be curious' and they did not disappoint. You will have seen from the newsletter, the vast array of different areas they have been involved in, and the number of regulators, from our members, where they have gained valuable insight and knowledge.

They have shown maturity beyond their years, pushed out of their comfort zones and delighted us with their humour, intelligence, quality of work, togetherness and I will say, the friendship they have built. It may have only been 30 working days, but the legacy Oliver, Jack and Rafia leave is one that will be hard to surpass. My pride in them is 'off the page' and they can go back to their respective universities, knowing they really made a huge difference this summer.



PHOTO GALLERY

