London Borough of Enfield

PENSION FUND

Local Government Pension Scheme (LGPS)

Enfield Pension Fund

INDEPENDENT PERSON RECRUITMENT ADVERT

The London Borough of Enfield Pension Fund is seeking to appoint an experienced Independent Person to support the Pension Policy and Investment Committee (PPIC) and the Head of Pension Fund.

This is a non-voting appointment established in line with the requirements of the Local Government Pension Scheme (LGPS) (Amendment) (Governance) Regulations 2026. The Independent Person will provide independent challenge, professional insight and scrutiny across investment, governance, administration and wider LGPS responsibilities. Applications are encouraged from suitably qualified individuals and firms; where a firm applies or is appointed, a named individual from that firm must be identified to undertake the role.

ABOUT THE OPPORTUNITY

The appointment will strengthen independent oversight of the Fund and support robust, evidence-based decision-making in the long-term interests of scheme members, employers and other stakeholders.

The Independent Person will provide objective, impartial and professional expertise to support PPIC and the Head of Pension Fund in discharging the Council's LGPS administering authority functions. The role will involve constructively challenging advice, reports, recommendations and decisions, while supporting compliance with the LGPS governance requirements introduced by the 2026 Regulations.

The Independent Person will build constructive working relationships with the Head of Pension Fund, the Chair of PPIC, Committee members, officers and other relevant stakeholders.

WHAT YOU WILL DO

Investments and Policies

- Provide independent insight, scrutiny and constructive challenge to the Pension Policy and Investment Committee and the Head of Pension Fund.
- Assist PPIC in monitoring the overall performance of the Fund, including the delivery of services and financial performance, in line with its fiduciary duty.
- Review and challenge advice, reports and recommendations from officers, advisers, actuaries, investment consultants, investment managers and the Fund's LGPS investment pool.
- Support the development, implementation and review of Fund strategies, including the Investment Strategy Statement, Funding Strategy Statement, Governance Strategy, Administration Strategy, Training Strategy and other relevant policies.
- Assist in the oversight of the Fund's investment strategy, asset allocation, investment performance, responsible investment approach and pooling arrangements.

Pension Administration

- Support scrutiny of pension administration performance, regulatory compliance, statutory deadlines, key performance indicators, risk management and continuous improvement activity.

Governance

- Contribute to consideration and review of governance arrangements, including actions arising from any Independent Governance Review or other governance improvement work.

Other Activities

- Engage constructively with the Chair of the Pension Policy and Investment Committee, the Head of Pension Fund, officers and, where appropriate, the Local Pension Board to support effective oversight and joined-up governance.
- Prepare for meetings by reviewing agenda papers and identifying areas for challenge, assurance or further enquiry.
- Maintain high standards of integrity, confidentiality, political impartiality and professional conduct.
- Contribute in any other way appropriate to supporting the effective discharge of the Fund's LGPS functions.

WHAT WE ARE LOOKING FOR

- Applicants should be able to demonstrate senior-level expertise in pensions, investment, governance or related professional disciplines.
- Significant senior-level pensions experience, preferably including direct experience of the LGPS or other large defined benefit pension arrangements.
- Strong understanding of the investment management industry and the key factors that drive investment performance.
- Strong understanding of pension fund governance, investment oversight, funding, administration, risk management and regulatory requirements.
- Experience of providing advice, assurance or constructive challenge to committees, boards, trustees, elected members or senior officers.
- Ability to interpret complex investment, actuarial, governance and administration information and to communicate independent views clearly.
- Knowledge of the current issues facing the LGPS, including pooling, governance reform, funding, responsible investment, administration performance and regulatory expectations.
- Relevant professional qualification, accreditation or equivalent experience is desirable. This may include Pensions Management Institute qualifications, accreditation from the Association of Professional Pension Trustees, actuarial, investment, governance or other relevant professional credentials.
- Strong analytical, interpersonal and communication skills, with the confidence to ask appropriate questions in a balanced, objective and non-judgemental manner.

INDEPENDENCE, ELIGIBILITY AND CONFLICTS

The Independent Person will be appointed on a non-voting basis and must act independently of the London Borough of Enfield, the Pension Fund's advisers, service providers and investment pool. The appointee must provide impartial, evidence-based scrutiny and challenge and must be free from any actual, potential or perceived conflict that could compromise their independence.

Applicants must declare any actual or potential conflicts of interest as part of the application process. The successful candidate will be required to comply with the Fund's governance, code of conduct and conflicts of interest arrangements, including ongoing declarations of interest. Applicants must not be employed by, contracted to, or hold a financial interest in an organisation providing paid pension services to the Fund where this would compromise independence, including actuarial, investment consultancy, audit, Independent Governance Review or similar professional services.

APPLICATIONS FROM FIRMS OR INDIVIDUALS

- Applications are welcomed from firms as well as individuals.
- Where a firm applies, it must identify the named individual who will undertake the Independent Person role. (Other members of the firm may support the discharge of the Independent Person's duties.)
- The application should explain how the firm or individual will maintain continuity, independence and effective conflict management.

TIME COMMITMENT AND CONTRACT

- Expected time commitment: **approximately 15 to 20 days per year.**
- This includes meeting preparation, attendance at meetings, officer engagement, training and ad hoc support.
- Attendance will include PPIC meetings, Pension Board, relevant briefings or working groups, training sessions and other meetings as required.
- Some meetings **may require in-person attendance.**
- The appointment will be made under a **service contract for an initial term of three years**. The appointment will be reviewed after the first year.
- Subject to satisfactory performance, continuing need and the Council's requirements, there may be up to two further extensions following the initial term.

SALARY AND REMUNERATION

- Remuneration will be agreed as part of the service contract.
- The role will be paid on a day-rate basis.
- The rate will reflect the responsibilities of the role, the required senior expertise and prevailing market rates for comparable LGPS appointments.
- This is not a salaried employment position and the Independent Person will not be an employee of the London Borough of Enfield.

Reasonable travel and subsistence expenses may be reimbursed in accordance with the terms of the service contract.

London Borough of Enfield

PENSION FUND

Local Government Pension Scheme (LGPS)

WHY APPLY?

This is an opportunity to play a key role in strengthening the governance, transparency and accountability of a major LGPS fund. The Independent Person will use their senior professional expertise to support high-quality decision-making in the interests of members, employers and stakeholders, contribute to important discussions on investment strategy, pooling, funding, administration, risk and governance reform, and support continuous improvement and best practice across a complex public sector pensions environment.

The Fund is **127% funded** leaving it advantageous position. Further details about the Fund can be found in the Committee Papers and Annual Report: **https://governance.enfield.gov.uk/ieListMeetings.aspx?CommitteeId=664**

HOW TO APPLY

- Submit a covering statement of **no more than three pages** explaining you or your firm's suitability for the role.
- Your covering statement should explain how you or your firm meet the role requirements.
- Please include relevant knowledge, experience, qualifications or accreditation.

If applying as an individual

- Attach your CV.
- Explain your ability to provide independent challenge and scrutiny.
- Include details of any actual or potential conflicts of interest.

If applying as a firm:

- Identify the named individual who would undertake the role and other individuals who would support the role and explain how continuity, independence and conflict management would be maintained.

- Shortlisted applicants will be invited to attend an interview or discussion with representatives of the London Borough of Enfield Pension Fund. References and appropriate pre-appointment checks, including conflicts declarations, may be undertaken before appointment.
- Applications should be submitted by email to **Ravi.Lakhani@enfield.gov.uk** .
- For more information or to arrange an informal discussion about the role, please contact the Head of Pension Fund at **Ravi.Lakhani@enfield.gov.uk** to agree a suitable time for a call.

Application Deadline:

- Closing date: **midnight on 9th September 2026**
- Late applications may not be considered.
- Shortlisted candidates will be contacted after the closing date.

Interviews are expected to take place on **23rd September 2026**