

## Position and Candidate Specification



### Chief Executive Officer

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Assignment:

The Energy Institute (the EI) is a not-for-profit, chartered professional membership body bringing together expertise to tackle the twin urgent global challenges of responding to the climate emergency while meeting the energy needs of the world's growing population in a secure and affordable way.

Formed in 2003, it has membership of around 20,000 people and over 200 companies. Its global independent network spans the world of energy and convenes and facilitates debates, shares innovative thinking, and seeks to give voice to issues of concern and where necessary actively challenge the industry it operates in. Its corporate and individual members also look to the EI for the knowledge, skills and good practice they need to pursue impactful careers in the industry.

Members are in more than 100 countries, with hubs in Nigeria, UAE, Singapore, Malaysia and Hong Kong. Its knowledge services and good practice guidance are used by thousands of customers each year and the organisation has ambitions to increase its international footprint further.

## PURPOSE AND FOCUS

*"Creating a better energy future by accelerating a just, secure, and low-carbon energy transition."*

This ambition is at the core of the Energy Institute's social purpose. Its role is to promote and advance knowledge, skills and good practice in energy for society's benefit and is achieved by:

- **Attracting and developing a diverse energy workforce**
- **Convening expertise and evidence to inform energy decision making**
- **Enabling industry to make energy safer, more efficient and lower carbon**

The global energy transition is entering a period of unprecedented pace, complexity and interdependence, cutting across traditional sector boundaries, technologies and geographies. Meeting the dual challenge of accelerating decarbonisation while maintaining secure, affordable and resilient energy systems requires deep technical expertise, trusted evidence and effective collaboration across the whole energy value chain. In this context, the Energy Institute's role is more critical than ever. To continue to support its members and wider society, the EI must innovate constantly—expanding its knowledge offering, strengthening its convening power, and growing its international reach—to ensure it remains relevant, authoritative and impactful as the needs of the energy system, its workforce and its stakeholders continue to evolve.

## CORE ACTIVITIES OF THE ENERGY INSTITUTE

- **Developing skills:** EI nurtures and recognises individuals as energy professionals. From accreditation of under and post-graduate courses to the provision of short course training for continuing professional development, the EI works with educational providers to recognise high quality learning about energy and the environment. EI also delivers its own training in risk, environmental, energy management and executive leadership among other topics. The EI invests in young energy professionals encouraging development of member-led networks around the world to champion young voices on energy system issues from people embarking on their careers.
- **Informing Decision Makers:** The EI is focused on helping its members to better understand energy in all its forms, to keep members up to date with developments in the energy system, through drawing in the

expertise of industry leaders and topic experts. This is shared via online resources, podcasts, magazines, key reports like the Energy Barometer, and a busy events and webinar programme. A key event is International Energy Week (formerly IP Week) which attracts Global Energy Leaders across a broad spectrum of Energy Topics. The Statistical Review of World Energy annually provides everyone across the world the definitive record of energy statistics.

- **Enabling Industry:** The EI seeks to support the entire energy system and allied industries through ensuring collaboration between experts to achieve consensus, raise standards and drive forward good practice, which underpins changing global operations. A key part of this is its Good Practice resources (link [here](#)) which is steered by expert panels made up of senior industry figures and provides technical guidance, research reports, equipment and fuel specifications, test methods and videos. 70 best practice guides are issued annually and every 20 minutes a good practice tool from the EI is downloaded in one of 100 countries.

As a qualifying body in the UK, EI awards professional recognition to competent individuals from Students through to Fellow and also to Chartered professionals. A number of prestigious awards, including the President's Award, also recognises outstanding individuals who have changed the global energy landscape for the better.

For more information, please visit: <https://www.energyinst.org/>

## ENERGY INSTITUTE LEADERS



### **Andy Brown, President**

Andy joined the Board of international offshore wind energy developer Ørsted as a non-executive director in 2023, stepped into the role of COO for a period of 5 months at the end of that year, and in 2024 was elected Deputy Chair. Prior to that he spent two years as CEO of Galp, the Portuguese energy company, where he focused on the transformation of the company to thrive through the energy transition. After graduating in Engineering Science from Cambridge University, Andy enjoyed a 35-year international career with Royal Dutch Shell in seven countries, responsible amongst other things for establishing and delivering Shell's business in Qatar, in particular Pearl GTL. During his last 7 years at Shell, he served on the Executive Committee leading the world's largest Integrated Gas business and as Upstream Director for integrating the acquisition of BG into the company. After leaving Shell and before leading Galp, Andy took on a portfolio of roles including Vice Chairman of SBM, Senior Advisor to McKinsey & Co., Consultant for JMJ and Advisor to ZeroAvia. He is known for his energetic and inspirational leadership, passionate not only about improving business performance, but also about the safety, welfare, and development of people. Andy is married with 4 children and 4 grandchildren and enjoys golf, skiing, padel and hiking.

The Chief Executive reports to the President and the Council with executive responsibility for a turnover of c. £8 million, c. 100 employees and over 1,600 volunteers.

The CEO will be a spokesperson for the Energy Institute (EI), supported by the President, which improves the industry and general public awareness of Energy matters, but also the role of the Energy Institute. S(he) will advertise, link and magnify the activities of the Institute through cost effective means. The CEO will not only create value in Individual and Corporate Membership offerings, but also for Partners and Sponsors who are supporting key events. S(he) will strategically partner with parallel organisation to enhance the reputation of the Institute and spread costs. Grow the Institute in Strategic directions in consultation with the Council.

Two current strategic initiatives include i) growing in China and other potential growth countries (e.g. India) and ii) increasing engagement with, and support of, Energy consuming companies. Finally, the CEO will ensure to get the best out of the Council in terms of consulting on strategy and plans, soliciting support and taping into their discretionary commitment. With the President and NOMCo continue to maintain the quality of the Council.

The role will be based at the headquarters in London, with some international travel to key EI hubs in UAE, Singapore, Malaysia, Nigeria, and Hong Kong. This is a full-time role. The EI encourages flexible working allowing individuals to balance work and other commitments. The nature of the role does require some participation in activities outside usual 'office hours'.

## KEY RELATIONSHIPS

<b>Reports to</b>	Andy Brown, President
<b>Direct reports</b>	TBC
<b>Other key relationships</b>	Corporate and Individual Members Staff and the EI Council External partners and parallel organisations

## KEY RESPONSIBILITIES

Key stakeholder responsibilities for the CEO include:

- To the **Corporate Members** provide a service which includes leading edge technical guidance, industry collaboration (e.g. for women in energy, Offshore wind safety), relevant training and skills development and convening discussions on pan-industry issues.
- To the **Individual Members** provide tailored events, accreditation opportunities and a sense of community, networking and support in the energy community. A specific focus of inclusion for young professionals finding their way in their professional lives, linking them to more experienced energy leaders.
- To **Staff** provide a clarity of purpose and supporting them in the planning and delivery of impactful events and products. Celebrate success, but also drive for improvements, in all areas of activity.
- To **Council** to keep them updated and seek their support for key decisions of the Energy Institute activities and plans. To prepare material for the Council meeting 4 times a year, including the strategy awaydays. To hold fortnightly discussions with the President.

- To **Society** at large, provide unbiased data and insight into the world of energy (e.g. via the Statistical Review of World Energy)

### **Managerial Responsibilities**

- Day to day leadership of the team, balancing a need for excellent delivery and performance improvement with the sense of community and purpose that exists.
- Being clear on the priorities, organising and planning the workload for highest impact recognising the constraints of the organisation and the almost limitless opportunities for improvements in the pan-energy space.
- Continually focusing on attracting and developing high quality staff and leadership, organising and recruiting for success. Identify and promote talent in the organization to ensure robust succession plans.
- Instil a commercial reality that only revenue generating opportunities will lead to achieving income and growth. Fix or stop loss making activities.
- Balance the budget annually, keeping the Institute in a stable, compliant, financial position, but drive year on year cashflow growth.
- Engender teamwork across the organisation where all staff work towards the common success of the institute, not just individual departments

### **DESIRED OUTCOMES**

- Establish strong foot hold internationally, especially in China and other potential growth countries (e.g. India).
- Increased engagement with Energy consuming companies
- Transform EI into an effective entity
- Sell the benefits of EI to prospective partners and sponsors

## IDEAL EXPERIENCE

Ideally an Executive from a large Energy Company (renewable or fossil fuel) or Professional Services company in Energy, ideally with 20-year experience, who has a keen understanding of good leadership and management practices, but also best practice internal HR, Finance processes.

Has leadership experience of similar sized organisation and a track record of delivering results whilst also motivating staff.

A good understanding of technical aspects of energy but also demonstrated commercial and bottom-line financial acumen.

Brings broad international, but also UK, energy experience.

## CRITICAL LEADERSHIP CAPABILITIES

### Driving Results

- Acts to surpass team goals, seizing opportunities to extend the limits of what is possible
- Sets continually higher goals for the team that are ambitious but achievable
- Identifies and acts on new opportunities that enable performance targets to be exceeded
- Seeks new challenges and is energized by exceeding targets

### Acting Strategically

- Creates a 2-3-year roadmap or blueprint to implement EI's strategy
- Identifies and prioritizes the most critical future factors to consider in making decisions
- Makes plans to address changes or trends in the external landscape (i.e. competitors, clients, and market segments) that affect Energy Institute
- Develops plans that consider the impact beyond own area, location, function, or market

### Leading People

- Identifies and leverages individual strengths and potential within the team
- Engages the team in discussions around the longer-term strategy and how they can contribute
- Delegates significant responsibilities and decision-making authority to team members, providing guidance
- Gives team members ownership within their areas of responsibility, setting clear expectations and checking in as needed
- Enables team success by removing barriers and providing resources
- Invites the team to recommend ways to solve problems, discuss challenging issues, or generate new ideas

## OTHER PERSONAL CHARACTERISTICS

- Motivated by purpose and specifically impact 'to create a better energy future'.
- An engaging, empowering leader, balancing support and care for people, with a quiet determination for performance improvement and delivery.

- Highly organised and realistic into what is and isn't achievable with the resources available.
- Excellent networker, communicator and public speaker able to communicate complex energy topics to a global audience.
- Deep understanding of the Global Energy system, with a realistic view of the needs to provide secure and affordable energy but with a strength of conviction that the energy system can change towards a more sustainable future
- Interested in promoting inclusion, both in gender, age groups, race and creed.
- A sharp understanding of talent, of leadership development needs amongst staff and the ability to coach and support people to reach their potential.
- Strategic thinker, who can scan and identify weaknesses, but also understand the easiest and most impactful routes to expand and magnify the impact of the Institute.
- Excellent negotiator to solicit sponsorship and support for the Institute.
- Motivated by purpose and specifically impact 'to create a better energy future'.
- Demonstrated impactful public speaking.
- Has demonstrated an ability to drive performance improvement in an organisation.
- Demonstrated ability to spot and develop talent.

To apply, please send your CV and covering letter to [recruitment@energyinst.org](mailto:recruitment@energyinst.org) closing date 12th June 2026.