



Mining
Remediation
Authority

Brief for the appointment of

Chief Executive Officer



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Welcome

from Jeff Halliwell,
Chair, Mining Remediation Authority

As Chair of the Mining Remediation Authority, I am pleased to introduce this opportunity to lead a distinctive and highly respected public organisation at a pivotal moment in its development.

The Authority plays a vital role in protecting people, property and the environment across the United Kingdom. We manage the enduring legacy of past mining activity, operating a 24/7/365 emergency response capability, preventing subsidence, and treating mine water to safeguard drinking water sources and river systems. Our work is both highly technical and deeply human: we exist to keep communities safe and to restore and enhance environments that would otherwise be at risk.

The organisation is in strong shape. In recent years we have clarified our strategic direction, strengthened our governance, and built a high-performing executive team. Our current strategic plan sets a clear course through to 2028, with an emphasis on operational excellence, environmental leadership and innovation. We have a robust financial position, a clear mandate from government, and strong relationships with our sponsor department and key stakeholders.

We are also increasingly recognised for our ability to innovate. The Authority has demonstrated how legacy liabilities can be transformed into opportunities – for example, through the commercial use of by-products from mine water treatment, supporting a more circular economy while reducing costs to the public purse. We are keen to enable further exploitation of the geothermal heat energy in the mine water we treat. This combination of public purpose and commercial creativity is central to our future.

Alongside this, how we work matters as much as what we do. The Authority has fostered a culture grounded in kindness, empathy and respect – both internally and in how we engage with the communities we serve. Much of our work brings us into contact with people at moments of real concern, whether dealing with subsidence risk or

environmental impact. We therefore place a premium on listening carefully, communicating clearly and acting with compassion. Internally, we are committed to creating an inclusive and supportive environment in which colleagues can perform at their best and feel proud of the contribution they make.

The role of Chief Executive offers a rare breadth of leadership challenge. It combines the stewardship of a critical national infrastructure function with the opportunity to shape a forward-looking organisation at the forefront of environmental management and remediation. The successful candidate will lead a committed and expert workforce, maintain the highest standards of safety and operational resilience, and continue to build our reputation as a trusted and authoritative body.

Equally important is the opportunity to extend our impact. There is significant potential to deepen our contribution to environmental outcomes, including water quality, carbon reduction and biodiversity, and to share our expertise both within the UK and internationally. The next Chief Executive will be expected to build on our strong foundations and to lead the organisation confidently into this next phase.

This is a role for a leader who is motivated by public service, who is comfortable operating in a complex stakeholder environment, and who can combine strategic vision with disciplined delivery. It is an opportunity to make a tangible difference – protecting communities today while addressing the environmental challenges of the future.

I strongly encourage candidates who are inspired by this mission, and who bring the experience and ambition to lead the Authority forward, to consider this exceptional role.

Jeff Halliwell
Chair, Mining Remediation Authority

About the Mining Remediation Authority

The Mining Remediation Authority (MRA) is a public body sponsored by the Department for Energy Security and Net Zero (DESNZ). Our job is to manage the impacts of historic coal mining across Great Britain.

Protecting the environment is at the heart of what we do. We operate more than 75 mine water treatment schemes across Britain, managing water levels in abandoned mines and treating over 231 billion litres of mine water every year. This work helps protect drinking water supplies, rivers and local ecosystems.

We are responsible for dealing with ground movement and subsidence where no licensed coal mine operator is responsible, tackling mine water pollution, and addressing a wide range of other mining legacy issues. You can explore our full remit and services [here](#).

We are known for our practical, cost-effective approach to managing mine water, both in the short and long term. Our unique database of coal mine water information helps partners better understand environmental risks and make informed decisions about land use and development. You can see examples of our work, case studies and publications [here](#).

Our work plays an important role in supporting the UK government's Industrial Strategy and the environmental, social and economic priorities of the UK, Scottish and Welsh governments. As we

continue to grow and diversify, our ambition is to become more self-sufficient and to strengthen our reputation as a world leader in resolving the impacts of mining – supporting communities, protecting the environment and enabling sustainable development for the future. Our business plan and supporting plans are available [here](#).

We employ ~450 staff (FTE) and operate with an annual budget of approximately £100 million. Further information about our executive leadership team and governance is also available [here](#).

Some of our activities include:

- Providing mining reports at a national scale, issuing tens of thousands of reports each year to support residential and non-residential property transactions, land-use planning and development decisions, drawing on one of the UK's most comprehensive coal mining datasets
- Working with central government and local authorities on coal tip management, including inspection, monitoring and risk-based remediation of disused coal tips, supporting public safety, environmental protection and community confidence
- Delivering programmes on behalf of DEFRA and Natural Resources Wales to address historic metal mining impacts, including through the Wales Metal Mines Programme, helping to reduce pollution from abandoned metal mines and improve river quality and ecosystems
- Seeking to add social and environmental value to the land we own, supporting regeneration, biodiversity and nature recovery through active land management, ecological enhancement and sustainable development initiatives

We manage



£3.7 Billion
mining legacy liabilities



231 Billion
litres of treated water p.a.



over 173,000
mine entries



Our Purpose and Values

We are forward thinking with a clear vision, mission, values and goals. We are focused on the commercialisation of the skills and knowledge of both our people and the vast quantities of data that we hold in relation to the legacy of mining.

Our Purpose is to

- Keep people safe and provide peace of mind
- Protect and enhance the environment
- Use our information and expertise to help people make informed decisions
- Create value and minimise cost to the taxpayer

Our Values

Trusted

- We act with integrity
- We are open and transparent
- We deliver on our commitments

Inclusive

- We promote a culture of mutual respect
- We recognise that our differences make us stronger

- We work with others to achieve our mission

Progressive

- We are open minded and innovative
- We recognise that the past can help us shape the future
- We listen and learn



The Opportunity

This is a highly visible, multi-faceted role, combining strategic leadership, operational accountability and stakeholder stewardship within a complex environmental, safety and regulatory context. The Chief Executive Officer will be responsible for:

- Providing strategic leadership to inspire colleagues to deliver our Mission, Purpose and Values, Vision and Business Plan and maximising the delivery of customer focused outcomes for the communities we serve across Great Britain.
- Ensuring operational delivery and emergency response to protect life, property, drinking water and the environment in mining areas in line with our remit.
- Driving commercial thinking and opportunity across the organisation to create value and minimise cost to the taxpayer whilst maximising social and environmental value. Enabling a culture of continuous improvement and innovation.
- Developing future strategy and ensuring any necessary transformation to enable effective delivery and implementation.
- Serving as a Statutory Director of the Board (as appointed by DESNZ), and acting as the organisation's formal Accounting Officer.



Responsibilities

The Chief Executive Officer will ensure the Mining Remediation Authority delivers excellent outcomes for communities, protects the environment and maximises value for money, both now and for the future. Key responsibilities include:

- **Strategic Leadership:** Lead the organisation in a values-led, inclusive and 'One MRA' way to maximise effective delivery of outcomes across the communities we serve in line with our Mission, Purpose and Values, Vision and Business Plan. Ensure that we can recruit and retain talent as a Great Place to Work and have a learning culture to retain knowledge and enable us to manage our responsibilities in perpetuity. Develop and maintain a strong executive and senior management team.
- **Stakeholder Relations:** Build and maintain relationships with DESNZ, other UK Government Departments, the Welsh and Scottish Governments and other partners to ensure our priorities can be delivered. Work effectively with the Board.
- **Effective Operational Delivery:** Drive effective operational delivery, emergency response and statutory duties with a strong customer and community focus. Identify and manage risks to the MRA's operations, reputation, and statutory compliance and guide the MRA so it remains effective and able to maximise future growth opportunities where relevant.
- **Financial Stewardship:** Manage a substantial budget, ensuring value for public money, compliance with government financial and accountability frameworks, and delivery of high standards of integrity and transparency. Act as Accounting Officer (appointed by DESNZ) and in compliance with Managing Public Money. Steer value for money and good governance and accountability across the organisation.
- **Commercial Delivery:** Maximise the opportunity of a culture that blends public value with commercial acumen to accelerate social and environmental value potential alongside value for the taxpayer. Foster a culture of continuous improvement and innovation.
- **Future Strategy Development and Implementation:** Work with the Board to evolve, develop, agree and implement future strategy as required.



The Individual

This is a rare opportunity for a values-driven leader to shape the future of an organisation whose ambitions are long-term, evolving and mission-critical. We are seeking an individual with the following experience and personal attributes:

Essential criteria

- **Leadership:** A senior leader with experience within a complex, delivery-focused organisation, creating and sustaining inclusive, values-driven cultures.
- **Strategic stakeholder engagement:** Experience operating at Board level or exposure to boards, building and maintaining trusted relationships with a diverse range of senior stakeholders such as central and local government, arm's-length bodies, regulators, communities, and private sector partners.
- **Delivery and innovation:** A track record of delivering tangible outcomes at scale, demonstrating strategic thinking, innovation, and creativity in solving multifaceted challenges across organisational and sectoral boundaries, whilst empowering others to deliver results.
- **Environmental, safety and regulatory context:** Well-developed understanding of the environmental, safety, and regulatory environment relevant to the MRA's remit, or a proven ability to rapidly assimilate complex technical, operational, and policy landscapes. Experience of delivering outcomes in a customer- and community-focused context.

- **Influence and communication:** A credible and effective communicator, able to inspire confidence and influence at a senior level, managing competing priorities, and adapting communication style to suit different audiences and perspectives.
- **Financial and commercial acumen:** Strong financial and commercial capability, with experience of managing substantial budgets and directing resources effectively to deliver value for money, alongside clear environmental and social impact for the taxpayer and affected communities.

Key skills

- High level of professionalism and integrity.
- Exceptional leadership, interpersonal and communication skills.
- Ability to develop and empower others with a team approach, and to inspire, develop and motivate the organisation and its stakeholders at all levels, conveying a persuasive future vision for the organisation.

- Political acumen with the personal credibility and ambassadorial skills to work effectively with ministers, senior public officials and senior corporate executives, including influencing and challenging across government.
- A strong sense of how public sector values can be harnessed to create a positive working environment whilst facilitating commercial development.
- Strategic foresight and intellectual flexibility, allied with strong planning, commercial and financial management skills.
- Evidence of understanding and championing the importance and value of diversity.
- A personal commitment to the seven principles of public life which are:
 - selflessness
 - integrity
 - objectivity
 - accountability
 - openness
 - honesty
 - leadership



Competencies

We are seeking an individual who embodies the competencies below, bringing values-led, inclusive leadership and the ability to inspire high performance across the organisation.

- **Seeing the bigger picture** – has an in-depth understanding and knowledge of how the role fits with and supports the Mining Remediation Authority business priorities
- **Changing and improving** – responsive, innovative and seek out opportunities for continuous improvement
- **Making effective decisions** – objective; uses sound judgement, evidence and knowledge to provide accurate, expert and professional advice in a timely manner
- **Leading and communicating** – leads from the front and communicates with clarity, conviction and enthusiasm
- **Collaborating and partnering** – creates and maintains positive, professional and trusting working relationships with a wide range of people, within and outside the Mining Remediation Authority to achieve results
- **Building capability for all** – has a strong focus on continuous learning for self, others and the organisation
- **Achieving commercial outcomes** – has a commercial, financial and sustainable mind-set to ensure all products and services deliver added value and stimulate growth
- **Delivering good value for money** – achieves a good mix of quality and effectiveness for minimal cost and to improve return on investment
- **Managing a quality service** – plans, organises and manages their time and activities to deliver a high-quality customer experience
- **Delivering at pace** – delivers timely performance, with energy, and taking responsibility and accountability for high-quality outcomes



Terms of Appointment

Contract type:

Permanent

Salary:

Circa £130,000

Benefits include:

- A cutting-edge pension scheme with an impressive employer contribution rate of approximately 28%
- Values-based recognition scheme that celebrates your contributions
- Flexibility in working patterns, whether full-time, part-time, or compressed hours

- Flexible working arrangements tailored to your needs
- Generous holiday allowance of 32.5 days annually, alongside eight public holidays
- Comprehensive parental leave policy with 26 weeks' full pay, subject to eligibility
- Support to further professional qualifications and payment for one annual professional subscription
- Access to a free, confidential Employee Assistance Programme to support wellbeing
- Annual health check and a monthly contribution towards wellbeing activities
- Exclusive employee discounts

Location:

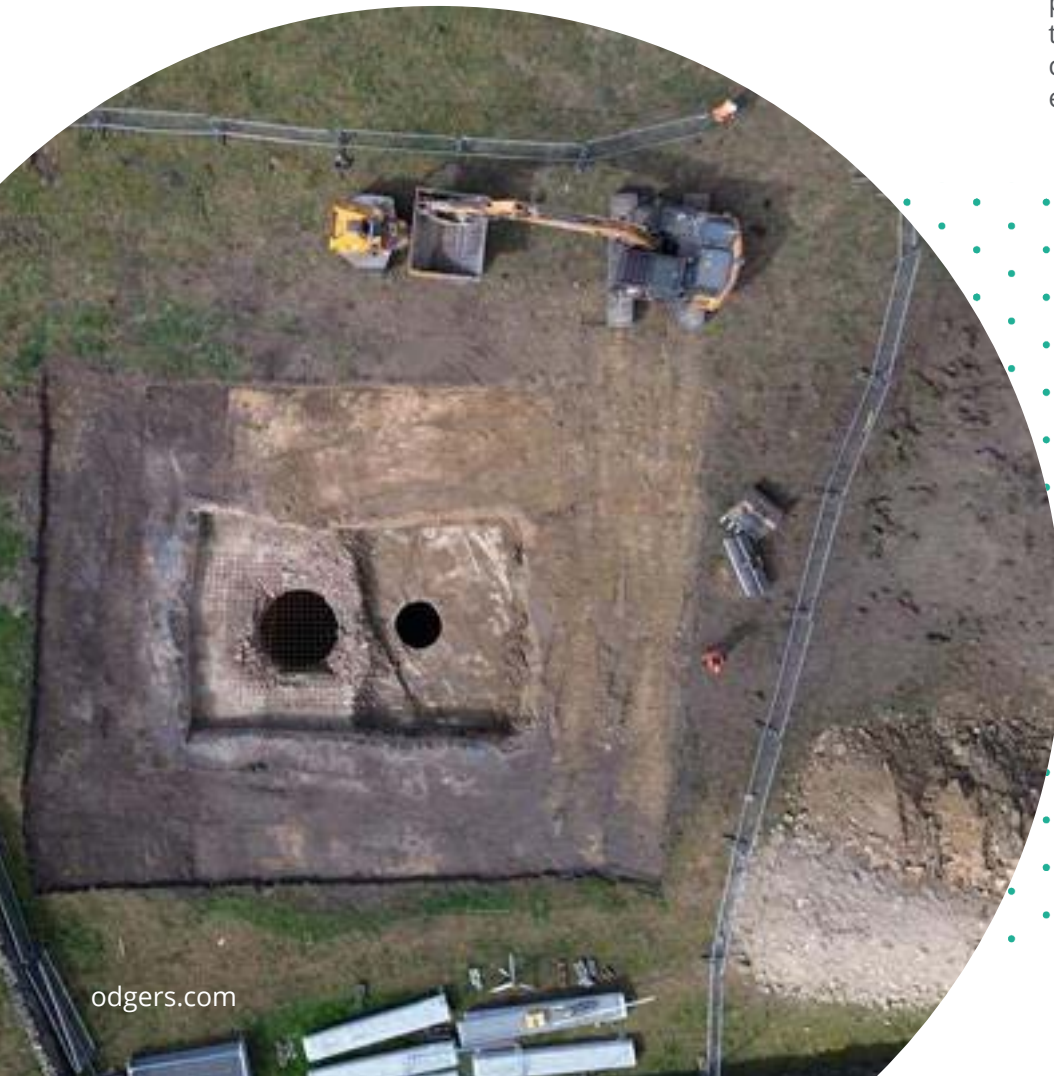
Mansfield, Nottinghamshire

Travel requirements:

The role requires regular travel across England, Scotland and Wales to engage with colleagues, delivery partners, stakeholders and communities. This will include attendance at operational sites, offices and external meetings, with occasional overnight stays.

Security clearance:

This role requires Security Check (SC) clearance. You do not need to hold this clearance before applying, but you must be willing and eligible to undergo the security clearance process. A job offer will be subject to successful completion of security clearance and relevant pre-employment checks.



How to Apply

To apply for this post, you will need to submit the following documentation to Odgers via www.odgers.com/95842 no later than **23:55 on Monday 25th May 2026**.

1. A CV setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.
2. A Statement of Suitability (no longer than two pages) explaining how you consider your personal skills, qualities and experience evidence your suitability for the role, with particular reference to the criteria in the person specification.
3. **Guaranteed Interview Scheme.** If you wish to be considered for the Guaranteed Interview scheme, then please state this at the beginning of your Supporting Statement.

Failure to submit both documents (CV and Statement of Suitability) will mean the panel has only limited information on which to assess your application against the criteria in the person specification.

Please ensure that both documents contain your full name.

Should you encounter any issues with submitting your application please get in touch with Odgers (thivya.sureshkumar@odgers.com).

As part of the application process, you will be asked a number of diversity-related questions. If you do not wish to provide a declaration on any of the particular characteristics, you will have the option to select 'prefer not to say'. The information you provide when submitting your application will help us monitor our progress towards the Mining Remediation Authority becoming an inclusive employer.

Guaranteed interview scheme

The Mining Remediation Authority is committed to enhancing employment opportunities for ethnic minority candidates and those with a disability. One way of doing this is through our Guaranteed Interview Scheme.

Under the scheme, if you meet the essential criteria as defined in the relevant job description, you will be automatically invited to interview. If you wish to be considered under this scheme, please indicate this when completing your application form.

The scheme does not guarantee appointment. Selection processes will be based on objective criteria set out in the job description to ensure the best candidate is appointed.

Our guaranteed interview scheme for disability and ethnic minority candidates provides opportunities for talented individuals from underrepresented groups to succeed.

Here's how it works:

1. **Eligibility Criteria:** If you self-identify as being disabled or belonging to an ethnic minority group, then you are eligible for the scheme.
2. **Guaranteed Interview:** If you meet the essential criteria as defined in the relevant job description, you will be automatically invited to interview.
3. **Fair and Transparent Process:** The interview process remains fair and transparent. You will be assessed based on your qualifications, skills and experience relevant to the job role.
4. **Continuous Monitoring and Improvement:** We regularly monitor the effectiveness of the scheme and make adjustments based on feedback and data analysis to ensure its continued success in promoting diversity and inclusion.

Support and reasonable adjustments

We want all candidates to be able to perform at their best throughout the recruitment process. The Mining Remediation Authority is a Disability Confident employer and is committed to delivering an inclusive, fair and accessible recruitment experience.

We recognise that candidates may have a wide range of support needs. This may include physical or sensory disabilities, long-term health conditions, specific learning differences such as dyslexia, and neurodivergent conditions such as autism or ADHD, as well as other non-visible conditions.

If there are any adjustments, formats or support that would help you apply for this role, take part in assessments, or perform effectively at interview, we encourage you to tell us. This might include (but is not limited to):

- Adjustments to application materials or formats
- Additional time or alternative approaches during assessment or interview
- Support with written tasks or presentations
- Adjustments relating to communication style, environment or use of technology

Candidates are asked to share any adjustment needs as early as possible in the process so that appropriate arrangements can be made in good time. You can do this by contacting Thivya Sureshkumar at Odgers (thivya.sureshkumar@odgers.com), in confidence.

If you are invited to interview, a member of the team will also contact you to discuss any additional support or adjustments that may be helpful. Where relevant, candidates may also be eligible to apply for support through the [Access to Work](#) scheme.

If you require documentation in an alternative format (such as large print, audio or another accessible format), please let us know.

Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation.

Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

If you have any comments and/or suggestions about improving access to our application processes please don't hesitate to contact us response.manager@odgers.com.

Complaints procedure

If you feel you have reason to complain, you should direct your concerns to recruitment@MiningRemediation.gov.uk.

Contact details

For a conversation in confidence, please contact:

Anna Dickinson

anna.dickinson@odgers.com

Asha Karia-Briggs

asha.karia-briggs@odgers.com

Kathryn Darcy-Watts

kathryn.darcy-watts@odgers.com

The Panel

The panel for your final interview will consist of:

- **Jeff Halliwell**, Chair, Mining Remediation Authority
- **Jayne Scott**, Non-Executive Director and Chair, Audit Committee, Mining Remediation Authority
- **David Brooks**, Non-Executive Director and Chair, People and Remuneration Committee, Mining Remediation Authority
- **Rebecca Hewstone**, Deputy Director (Offshore Energy Transition and Coal Liabilities), Department for Energy Security and Net Zero

Assessment

- We will have both a longlist and shortlist phase for this campaign. If you are longlisted, you will have a 60-minute online view with our search consultants at Odgers. You will be advised on the outcome of this stage.
- If you are shortlisted, you will be asked to take part in a Colleague Engagement Panel and a technical assessment/conversation. These assessments will not result in a pass or fail decision. Rather, they are designed to support the panel's decision-making and highlight areas for the panel to explore further at interview.
- We may take up references for shortlisted candidates prior to interview.
- Shortlisted candidates will have an opportunity to discuss the role with Jeff Halliwell (Chair, Mining Remediation Authority), in advance of their interview.
- Shortlisted candidates will be asked to attend a panel interview in order to have a more in-depth discussion of their previous experience and professional competence in relation to the criteria set out in the person specification. Please also note that you may be asked to deliver a short presentation during the interview.
- Full details of the assessment process will be made available to shortlisted candidates.
- Regardless of the outcome, we will notify all candidates as soon as possible after the final interview.

Expected timeline

We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for assessments or interviews. You are therefore asked to note the below timetable, exercising flexibility through the recruitment and selection process, in order to meet the dates given. Please note that these dates may be subject to change.

The indicative timetable is as follows:

- **Advert closing date 23:55 on Monday 25th May 2026**
- **Longlist meeting: w/c 1st June 2026**
- **Shortlist meeting: w/c 15th June 2026**
- **Assessments: w/c 22nd July 2026 – w/c 29th July 2026**
- **Informal conversations with Jeff Halliwell: w/c 6th July 2026**
- **Interviews: w/c 13th July 2026**

Equality, Diversity and Inclusion

A great place to work for everyone

Everyday Inclusion is central to our success in delivering exceptional services, ensuring the safety of our communities and in providing protection of the environment. Our inclusion priorities underpin everything we do. These priorities are designed to enable us to continue to focus on our people, creating a diverse and representative workforce, whilst aligning with our service delivery priorities in how we work with our customers, communities, and our partnerships with others.

Our priorities are focused on continuing to embed and enhance the great progress we have made in building a diverse and representative workforce and creating inclusive, accessible workplaces.

We are committed to strengthening Everyday Inclusion through delivery of our services and partnerships to support the evolving needs and priorities of our communities and the environment.

You can read more about our priorities in our Everyday Inclusion Plan [here](#).

As we continue to grow and learn as an organisation, we remain committed to reflecting the rich diversity of the UK - particularly in relation to race and ethnicity. Our anti-racism priorities are an integral part of our wider Inclusion Plan. You can read more about our anti-racism priorities [here](#).



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