

Oversight Panel Chair

**Recruitment pack and
information for applicants**

£10,000 per annum

Approximately 12–15 days per year

Three-year term



A message from Will Sandbrook

Welcome!

Thank you for your interest in the role of Oversight Panel Chair for the Centre for Inclusive Money at Nest.

As a public benefit research and innovation centre, our mission is to find what really works in supporting low- and moderate-income households to be financially secure, both today and into retirement, and to drive transformational change in the system.

Inclusive Money is entering an exciting new phase in its development. And we've just rebranded from 'Nest Insight', with our new name giving increased clarity to our public benefit purpose and our work towards a more inclusive system that supports all low- and moderate-income households to build financial security.

As our programme continues to grow in scale and influence, strong oversight is essential. Our new Oversight Panel will play a critical role in safeguarding our public benefit mission, providing constructive challenge and helping ensure our work remains focused on achieving meaningful impact. We are seeking an exceptional Chair who can provide leadership and strategic challenge, while supporting Inclusive Money's continued evolution and impact. This is a unique opportunity to contribute to work that shapes the ecosystem around household money management and ultimately can help improve outcomes for millions of people.

Will Sandbrook, CEO of the Centre for Inclusive Money at Nest



Will Sandbrook
CEO, Centre for Inclusive Money at Nest

About us

About Inclusive Money

- ✦ **Our mission:** To find what really works in supporting low- and moderate-income households to be financially secure, both today and into retirement, and to drive transformational change in the system.
- ✦ **Our approach:** We build and amplify deep, rigorous insight into the lived experience of those households, seeking to better understand how people actually earn, spend, save, cope with the unexpected, and invest for the future. We develop innovative solutions grounded in that understanding. We test them in the real world. We gather robust, rounded evidence about what genuinely makes a difference. And throughout, we work with the people who have the power to act to turn that evidence into lasting change; informing decisions and catalysing the adoption of what works at scale.
- ✦ **Our relationship with Nest:** Inclusive Money was established by Nest in 2016 (previously as Nest Insight) and operates as a public benefit research and innovation centre. We remain part of Nest Corporation, and Nest provides ongoing financial and operational support, alongside additional funding partners.

Find out more about our work [here](#).

“ ”

One of the things I found, with saving being quite difficult to do and never quite being able to get there... This is the first time I've had an opportunity to save which gives you quite a nice feeling of self worth because you feel like you're achieving something for once without it all disappearing out of sight.

Savings trial participant

Our Public Benefit Statement

The Centre for Inclusive Money at Nest's mission is to find what really works in supporting low- and moderate-income households to be financially secure both today and into retirement, and to use what we learn to drive positive transformational change in their interest.

The purpose of Inclusive Money, in pursuit of this aim and for the public benefit, is to:

- a) advance understanding of the financial security needs and circumstances of low- and moderate-income households in the UK amongst policy and market decision-makers
- b) identify, test and build evidence around effective solutions and,
- c) promote awareness and application of that evidence base to drive the adoption of effective solutions at scale and foster the development of a fairer and more inclusive system.



The team



We're currently a team of around 30 people, working across our research and innovation programme delivery, communications, strategic and funding partnerships and day-to-day operations. We're a team with diverse backgrounds and skillsets, connected by our shared passion for improving household financial security.

From the Inclusive Money team, the Chair will work most closely with the:

- ◆ CEO
- ◆ Director of Strategy & Partnerships
- ◆ Strategy & Governance Manager.



The principles that guide everything we do

Ambitious for impact

We do things that have never been done before. We don't wait for perfect – we make a start where we can and adapt when we need to.

Inclusively human-centred

We listen hard to lived experience. We want to design to meet people where they are. Our work is grounded in real-life human insight.

Real-world solutions focussed

We know a good idea is one that's been tested robustly and shown to really work. We test for effectiveness and we test for viability.

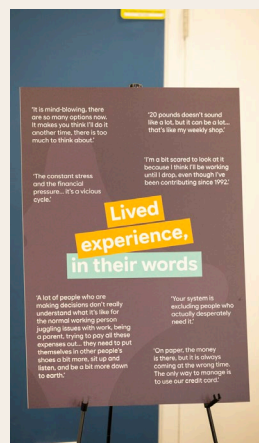
Rigorous, curious and creative

We're open-minded and inquisitive. We combine different methods and approaches to see a problem from different angles. We set a high bar for our research.

Proactively collaborative

We strongly believe that we can't solve tricky problems on our own. We work across boundaries and silos to build communities of action with growing momentum. We don't have big egos – we prefer to all muck in together.

Our impact in action



Nest Insight
2,610 followers
1mo • 🌐

Today, [HM Treasury](#) published its new Financial Inclusion Strategy.

A central part of the strategy is a commitment to increasing levels of emergency savings, building on Nest Insight's research, and the launch of a new National Coalition of Employers to drive uptake of workplace savings schemes, co-led by Nest Insight.

We're encouraged to see such strong support for workplace emergency savings, and look forward to supporting the new National Coalition of Employers - alongside [Money and Pensions Service](#) and [TISA UK](#) - in scaling up workplace savings and helping people build lifelong financial security.

nest insight

Support from across the system

in scaling workplace savings to support the UK's new Financial Inclusion Strategy.

About the role

Our governance model

The Centre for Inclusive Money at Nest (formerly known as Nest Insight) was founded by Nest Corporation and operates with a clear Public Benefit mission. Nest delegates oversight responsibility to the Inclusive Money Oversight Panel through a Memorandum of Understanding.

The Oversight Panel is ultimately accountable to the Nest Board, which also sets Inclusive Money's public benefit purpose. The Oversight Panel exists to ensure Inclusive Money remains focused on delivering public benefit and achieving measurable impact.

The Oversight Panel will:

- ✦ Hold delegated ownership of the Public Benefit Statement and oversee its delivery
- ✦ Monitor performance and impact
- ✦ Review strategic plans
- ✦ Approve Impact Reports
- ✦ Ensure accountability and transparency in key decision-making.
- ✦ Provide input to the Nest Board and report into Nest's wider governance framework.

The Oversight Panel will initially be comprised of five members in total, with a majority of independent members (one to be Chair). The balance of the Panel will be appointed from among Nest's Non-Executive Directors and/or Nest employees.

The role of the Chair

The Chair is responsible for leading the Oversight Panel and ensuring it delivers effective oversight of Inclusive Money's Public Benefit mission.

Key Responsibilities

Leadership

- ✦ Chairing panel meetings effectively, facilitating productive discussion
- ✦ Ensure active contribution from all members
- ✦ Provide objective leadership and constructive challenge

Oversight

- ✦ Oversee delivery against the Public Benefit Statement
- ✦ Monitor performance and impact, ensuring challenge is evidence-based
- ✦ Lead the review of strategic priorities, and offer strategic challenge, advice and guidance on priorities and long-term direction

Partnership

- ✦ Act as a trusted adviser and sounding board to the CEO of Inclusive Money.
- ✦ Build effective relationships with Nest's Board and Executive
- ✦ Provide assurance and insight to the Nest Board on the delivery of Inclusive Money's public benefit objectives.
- ✦ Objective-setting and appraisal input for the CEO

Governance

- ✦ Report to the Nest Board
- ✦ Lead the preparation of the Panel's annual report and effectiveness review
- ✦ Support recruitment of future Panel members.

About the role – key details

Time: Approximately 12–15 days per year

Pay: £10,000 per annum

Term: 3 years

Location: London / hybrid

Expenses: Reasonable travel and subsistence expenses incurred while performing the role can be claimed, in line with Nest's expenses policy.

IT Equipment: The role will require access to appropriate IT equipment. Please contact us if you need support or adjustments to participate fully in the role.

We are happy to discuss **accessibility** needs, reasonable adjustments and alternative participation arrangements.

Conflicts of interest: The Chair should avoid situations in which their Nest and Inclusive Money duties and private interests' conflict or where there could be a suspicion of conflict. Candidates must declare any personal or business interests which may, or be perceived to, influence your judgments in performing your functions.

About the role – what we are looking for

We are seeking an experienced leader who can inspire confidence, foster robust discussion and provide effective oversight, helping Inclusive Money maximise its impact and influence in support of its Public Benefit mission.

Essential Experience

- ✦ Experience in a senior executive, non-executive or trustee role in a charity, think tank or similar organisation
- ✦ Knowledge of the key issues and debates around financial security and inclusion for low- and moderate-income households
- ✦ Communication and influencing skills
- ✦ Ability to provide challenge

Desirable

- ✦ Experience working in or in relation to government in the formulation and development of public policy
- ✦ A working understanding of the landscape of policy, market and regulatory considerations across the financial services sector
- ✦ An understanding of the experiences, contexts and needs of low- and moderate-income households in managing money.

Personal Attributes

- ✦ Commitment to our mission to improve the financial security of low- and moderate- income households, today and into retirement
- ✦ The ability to listen, distil and provide feedback from a wide range of sources and creatively, analyse and prioritise complex and often competing priorities.
- ✦ The ability to work well with people with a collaborative and flexible approach with sensitivity to and tolerance for differing views.

How to apply

To apply

Please submit:

- ✦ An up-to-date CV outlining your relevant experience and achievements
- ✦ A supporting statement (maximum two pages) explaining:
 - ✦ Your interest in the role
 - ✦ How your skills and experience meet the requirements of the position
 - ✦ What you would bring as Chair of the Oversight Panel.

Key dates

Application deadline: 12 August 2026

Informal meeting, key team members: 8 September 2026

Panel interview(s): Early October 2026

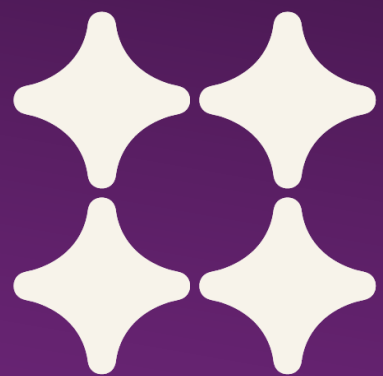
Diversity and inclusion

Everyone is welcome to apply for our roles, and we are determined to ensure that no applicant or employee receives less favourable treatment because of their age, belief or religion, disability, gender identity, marital status, national origin, pregnancy or caring responsibilities, socio economic background, sex, sexual orientation, or race or any other legally protected status.

We also recognise the importance of diversity of thought and other forms of neurocognitive variation.

Applicants who tell us they are disabled, have a long-term condition or are neurodivergent, and who meet the minimum criteria for the role, can opt in to be considered under our Disability Confident offer an interview scheme.

If you have any difficulty in sending your application or you require any reasonable adjustments please contact: **careers@nestcorporation.org.uk** or **0203 056 3971**. Examples could include receiving the pack in an alternative format, extra time, interview questions in advance where appropriate, communication support, or a different interview format.



Centre for Inclusive Money at Nest

Website www.inclusivemoney.org.uk

LinkedIn [Centre for Inclusive Money](#)