

Shadow ExCo Member

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be curious



be kind



be courageous



think: outcomes



collaborate



own & deliver

The role: Babcock Shadow ExCo Member (multiple roles available)

Why you should join the Shadow ExCo

We are launching the Shadow ExCo; Babcock's first global and company-wide Shadow Executive Committee (ExCo).

The Shadow ExCo is a group of non-executive employees from across the business, invited to provide a varied perspective to key decision making, by offering fresh ideas and viewpoints on strategic initiatives, as well as other business as usual items.

We are looking for courageous and enthusiastic individuals who believe they could add value and spark change from the top. This is an opportunity to expand the diversity of thought in our business, and we need your help to make it happen.

Key Responsibilities:

- Critically analyse ExCo topics, providing a diverse and fresh perspective on Babcock's most important and challenging business issues.
- Act as a sounding board and partner to ExCo, responsible for sharing a diverse perspective and workshopping solutions to a variety of business-critical items, as shared by the Group CEO and ExCo.
- Collaborate as a team to manage ongoing assignments and meetings, reporting back to the ExCo on a monthly basis (or when necessary).
- This a new initiative, therefore the first cohort of Shadow ExCo members will be tasked with formally standing up the Shadow ExCo and setting in place ways of working and processes to ensure the Shadow ExCo's continued success.
- You don't need to have a full understanding of all of the technical elements of the business, but you will be eager to learn, demonstrate curiosity, and critically analyse the challenges presented to the Shadow ExCo.
- You will be required to problem solve challenges presented to the Shadow ExCo and be innovative in your approach.

Who we're looking for:

We are looking for individuals who embodies Babcock's Principles

- Be Curious – You can evaluate and explore complex issues, whilst sharing the lessons learnt from your own experiences.
- Think: outcomes – You can think strategically and look at the big picture. We need people who can think beyond the immediate issues presented, and who are eager to raise the group's thoughts and ideas and articulate them back to ExCo.

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- Be courageous – You have the courage to present your own ideas and opinions, and to productively and comfortably engage with senior leaders in Babcock. We are looking for people who will be able to question norms and conventions constructively.
- Own and deliver – You will embrace and respect the responsibility and accountability of holding a seat on the Shadow ExCo. This means owning and taking account for decisions made in the group and being prepared to discuss them with confidence and coherence.
- Collaborate – You are passionate about enhancing company-wide collaboration. We are looking for people who are eager to work with others from across the business, and are confident reaching out and making introductions where additional support is required.
- Be Kind – We respect each other, and respect the space created for the Shadow ExCo. We are looking for people who will question and debate respectfully and help create an inclusive environment where all perspectives are actively encouraged.

A few specifications:

- You must be a permanent Babcock employee, with a minimum of 6 months continuous service.
- This role is open to employees of all levels, at any stage in their career.
- This role is voluntary and will require you to manage your time effectively for contribution to the Shadow ExCo, on top of your regular job responsibilities.
- Where possible, please discuss this opportunity with your line manager prior to application.
- Location: The role will be primarily remote, with the possibility of travelling to London on occasion for face-to-face meetings with the Executive Committee.
- The role is open to both our offline and online employees. If you are an offline employee, then adjustments will be explored to ensure you can participate in any Shadow ExCo activities hosted online. For the application process, you can access the information page and application form from any non-Babcock device.
- A seat on the Shadow ExCo will be fixed term, and typically held for a maximum of 2-3 years
- Candidates should have professional working proficiency in English.
- One seat will be allocated to each Direct Reporting Country (Australasia, Canada, South Africa and France) to ensure a fair representation of our international business.
- The Shadow ExCo will be stood up in May, with the expectation that they will attend June's ExCo meeting. This timeline is subject to change.

Security:

Due to the nature of this role, all successful candidates will be subject to an enhanced security vetting check prior to taking up their position on the Shadow ExCo.