

## Just Transition Commission Candidate Information Booklet Chair and Member (x15) Appointments

Statutory Advisory Non-Departmental Public Body to the  
Department of Agriculture, Environment and Rural Affairs



Department of  
**Agriculture, Environment  
and Rural Affairs**  
[www.daera-ni.gov.uk](http://www.daera-ni.gov.uk)

An Roinn  
**Talmhaíochta, Comhshaoil  
agus Gnóthaí Tuaithe**

Department o'  
**Fairmin, Environment  
an' Kintra Matthers**

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If you would like to speak to someone in connection with any aspect of the process or if you require an application pack in a different format such as Braille, large print, audio etc or any other reasonable adjustment, please contact:

**Public Appointments Unit, Jubilee House, 111 Ballykelly Road, Ballykelly, BT49 9HP**

Tel: 028 7744 2025 or by email to: [PublicAppointments@daera-ni.gov.uk](mailto:PublicAppointments@daera-ni.gov.uk)

If you have a hearing difficulty you can contact DAERA via Text Relay.

Making a call from a textphone dial: 1 8001 77442025. Making a call from a telephone dial: 1 8002 77442025

## Welcome Statement

Thank you for your interest in the position of Chair and Members of the Just Transition Commission (JTC) for climate change policy in Northern Ireland.



Following NI Assembly approval of the Climate Change (Just Transition Commission) Regulations (Northern Ireland) 2026, I am pleased to launch the application process for these inaugural public appointments. This marks an important milestone in our commitment to a fair and inclusive transition to a net zero emissions future.

The establishment of the Commission reflects the Executive's statutory responsibilities under the Climate Change Act (Northern Ireland) 2022 and underlines our determination to embed just transition principles across government decision-making on climate change policy.

The Commission's independent advice and oversight will support climate policies that reduce emissions in a way that is fair, inclusive and sustainable.

The Commission will provide evidence-based advice to support departments in designing decarbonisation policies that consider the needs of workers, communities and sectors affected by the transition.

As the Chair you will provide effective, strategic leadership, ensure effective governance and guide the Commission's consensus-based decision-making.

Members will work collectively with the Chair, contributing their expertise and representing their sectors to help shape and deliver the Commission's work plan.

All appointees will engage constructively with stakeholders, build trusted relationships at all levels, and communicate effectively on behalf of the Commission.

These appointments offer a meaningful opportunity to contribute to one of the most defining policy challenges of our time.

By bringing together independent expertise and sectoral insight, the Commission will support government in delivering climate action that is both effective and just.

As the strength of the Commission will lie in its ability to draw together voices from across society, I would encourage those with the commitment, experience and representational capability to support a just transition for Northern Ireland to consider applying for these significant and important public roles.

A handwritten signature in black ink, appearing to read 'Andrew Muir', with a long horizontal line extending to the right.

**Andrew Muir MLA**

Minister of Agriculture, Environment and Rural Affairs

# Appointment overview

The Department of Agriculture, Environment and Rural Affairs (DAERA) wishes to appoint a Chair and 15 sectoral representatives as Members of the Climate Change Just Transition Commission (JTC or Commission) for Northern Ireland. Further information about the JTC can be obtained from the website at:

<https://www.daera-ni.gov.uk/articles/just-transition-commission>

## Code of Practice for Ministerial Public Appointments in Northern Ireland

The procedure for these appointments will follow the principles and requirements of the Code of Practice issued by the Commissioner for Public Appointments for Northern Ireland (CPANI)<sup>1</sup>. This means that the appointments will be based on merit through a fair, open and transparent process.

A copy of the code can be found at:

<https://www.publicappointmentsni.org/>

## Selection Panel

The appointment process will be overseen by a selection panel. The panel includes an independent panel member appointed by CPANI who has had no recent operational connection with

DAERA. The panel will compile a list of candidates found suitable at interview for consideration for appointment by the DAERA Minister. The selection panel for this appointment process is:

- Julie Thompson, Head of Environment, Marine and Fisheries Group, DAERA (Chair)
- Jane Corderoy, Director of Climate Change Policy and Legislation Division, DAERA
- Tom Irvine, Independent Assessor, CPANI

Stage	Date *All dates may be subject to change
Closing date for applications	12 noon, Thursday 25 June 2026
Planned sift	By 31 August 2026
Planned interviews	Throughout October 2026
Planned date of appointment	1 February 2027

## Guaranteed Interview Scheme

The appointment process will offer the Guaranteed Interview Scheme to candidates with a disability. Please see section 6 for more information.

<sup>1</sup> At the time of publication, the JTC, as a newly established body, is not yet regulated by CPANI. Arrangements are being made to add the body to the relevant legislation at the earliest opportunity and it may become regulated within the lifetime of this public appointment process.

# Section 1 - Outline of the Public Body and its Role

## Overview of the Just Transition Commission

The Just Transition Commission is a new body, established under the Climate Change (Just Transition Commission) Regulations (Northern Ireland) 2026 (the Regulations), which became operational on 29 April 2026, as a requirement of the Climate Change Act (Northern Ireland) 2022 (the Act). The appointments will be the inaugural appointments to the body.

The just transition principle\* aims to promote fairness during the transition from a high-emissions to a low-emissions economy and ensure that no one, whether workers, communities, sectors, vulnerable groups or regions, are left behind. High-level objectives include the importance of taking action to reduce emissions in a manner which helps to support environmentally and socially sustainable jobs, support low carbon investment, address social and economic inequalities during the transition, and develop and maintain consensus through engagement.

The purpose of the Commission is to support Government in delivering its net zero commitment on carbon emissions in a way that is fair and just through:

- i) overseeing the implementation of the just transition elements\*\* of the Act; and
- ii) providing advice to departments on how to ensure that proposals, policies, strategies, and plans required under the Act comply with the just transition principle.

**\*Annex A** sets out the 'just transition principle' objectives as specified under section 30 (3) of the Act.

**\*\***The primary oversight function of the Commission will include reviewing and reporting on the implementation of the just transition elements of the Act as specified within the Regulations, including climate action plans, sectoral plans, soil and biodiversity targets, and the Just Transition Fund for Agriculture schemes (established under section 31 of the Act).

## Organisation and operational structure

DAERA, as the sponsor department, will support the newly established Commission in effectively executing its functions. Suitable framework documents will outline the operational relationship between the Commission, as an independent body, and DAERA. The Commission will be directly supported by a Secretariat consisting of departmental officials. The Secretariat's role will include providing administrative, logistical, research, communications, and governance support as directed by the Commission and in line with the agreement with DAERA. A separate sponsor branch will be responsible for ensuring the effective and independent operation of the Commission, including establishing and maintaining appropriate governance arrangements. Any expenditure relating to the work of the Commission will be managed by the Secretariat and Chair of the Commission in line with annual work plan activities.

The Commission will be responsible for the management and direction of its own work plan, which will be developed by the Chair, in consultation with Members and with the assistance of the Secretariat. The Commission must carry out its functions in accordance with the Act and the Regulations. The Commission will report annually on its performance to the NI Assembly.

The Commission may establish ad-hoc working groups or committees, relating to its work plan, should additional specific knowledge or expertise be required to assist them in delivering their functions. It is expected that these will be time bound groups to focus on specific advisory or scrutiny needs which may arise.

The Chair of the Commission is accountable to the Minister of Agriculture, Environment and Rural Affairs. The Members of the Commission are accountable to the Commission Chair and the Minister of Agriculture, Environment and Rural Affairs. All Commission Members, including the Chair, are independent of Government.

## Mandated Sectors

By law the Commission must include a membership that is representative of 12 specified sectors, as detailed below. This inaugural public appointment process therefore seeks to appoint a Chair and 15 Members who can represent the mandated sectors of the Commission. In accordance with the statutory requirements, the sectors are expected to be represented by at least one Member each; the agricultural sector must be represented by at least three Members, and the environmental groups sector must be represented by at least two Members. The appointments made from this public appointment process will therefore need to reflect these statutory requirements.

academia	agricultural sector	built environment sector
civic society	energy sector	environmental groups
fisheries sector	green finance	rural sector
trade unions	transport sector	youth groups

Applicants will be required to indicate which sectoral position (maximum of two) they wish to be considered for and to demonstrate their suitability to meet the associated criteria. An illustrative overview of each mandated sector is provided in Annex D. Please note that the examples of experience listed in the overviews are not exhaustive and are intended to act as a guide only.

## Section 2 - Role Profile for Chair and Member positions

### Summary of Chair role

The Chair is responsible for determining the work plan of the Commission, in consultation with Members, and for the delivery of the work plan in conjunction with the Secretariat. The Chair will:

- Be responsible for fulfilling the Commission's functions as set out in the Act and the Regulations, including undertaking oversight and presenting advice and reports to Government officials, Ministers, and the NI Assembly.
- Facilitate government in delivering net zero in line with the Just Transition principle, through supporting Commission Members to provide constructive challenge and advice on policy and government action in relation to the just transition elements of the Act.
- Maintain an awareness of the strategic context and key issues, as relevant to the work of the Commission.
- Provide strategic leadership to the Commission and produce, manage delivery and monitor the annual work plan in collaboration with the Secretariat, including development and publication of an annual report to be laid before the NI Assembly.
- Work in a cohesive and supportive manner with the Secretariat, providing oversight to ensure that appropriate management and effective and proportionate governance arrangements, and applicable legal and regulatory requirements, are in place for the Commission ensuring its effective function as an independent advisory body.
- Ensure that close, constructive working relationships, strategic alliances and governance arrangements are established and maintained internally and between the Commission, DAERA and other NICS departments and key partners.
- Lead in conveying the Commission's advice to the relevant NICS departments and develop constructive challenge and dialogue to ensure that advice reflects its statutory functions in reviewing and reporting on the just transition elements of the Act.
- Represent the best interests of the Commission both internally and externally to a range of audiences, acting as principal spokesperson and public face of the Commission, representing the Commission for example at events and conferences, and in the media.

## Summary of Member role

Commission Members will be responsible for the delivery of the work plan in conjunction with the Secretariat. Members will:

- Support the Chair in the development and delivery of the JTC's strategic objectives, maintaining an awareness of key issues, as relevant to the work of the Commission.
- Facilitate government in delivering net zero in line with the Just Transition principle, through providing constructive challenge and advice on policy and government action in relation to the just transition elements of the Act.
- Act as representative of their mandated sector and be prepared to represent the relevant sector's interests as a whole and not solely those areas within which the Member may have particular expertise/knowledge/interest.
- Provide independent and expert advice and oversight, primarily on the development and implementation of departmental proposals and policies within five-yearly Climate Action Plans, on Sectoral plans, and as requested by NICS departments, in relation to the consideration and application of the just transition principle.
- Work in a cohesive and supportive manner with the Secretariat and build and maintain constructive relationships and strategic alliances between the Commission, the NICS departments and key internal and external partners.
- Undertake outreach, engagement and participatory activities with a wide range of stakeholders, including communities, the voluntary sector, business and industry, government agencies, and other organisations, to ensure diverse views are considered and evidenced when providing advice and undertaking other key work activities of the Commission.
- Identify specific potential areas of research to take forward that are relevant to the work of the Commission.
- Contribute to the adherence to and implementation of governance and procedural arrangements as determined by the Chair/ DAERA, as well as development of the annual work plan, annual reports and ad-hoc reports.
- Represent the best interests of the Commission both internally and externally, at events and conferences when requested by the Chair.

## Summary of terms and conditions of appointment

- **Location:** The Secretariat will be based at Clare House, Airport Road West, Belfast BT3 9ED, which will be considered as the de facto base location of the Commission. It is envisioned however that meetings will be held across various venues in Northern Ireland as determined by the Commission. A variety of video/audio conferencing technologies will be utilised where appropriate to facilitate hybrid working.
- **Period of appointment:** The Chair appointment will be for five years. The Member appointment will be for four years.
- **Termination of Appointment:** Under Regulations the Department may dismiss a Member of the Commission by notice in writing if satisfied that the member:-
  - has been convicted of a criminal offence,
  - has become bankrupt or the subject of a bankruptcy restrictions order, a debt relief order or a debt relief restrictions order, or has made a voluntary arrangement,
  - is unable or unfit to carry out the functions of a member, or
  - has, for a continuous period of 3 months, without reasonable excuse, failed to attend any meetings of the Commission or a committee or to carry out the functions of that member.

### *Examples of grounds of dismissal may include:*

- If you have during the process leading to your appointment given false information or wilfully suppressed any material fact.
- If you are deemed to have breached any of the Seven Principles of Public Life, the Department may terminate your appointment.
- You must declare any personal or business interests, pecuniary or non-pecuniary which may, or may be perceived to, influence your judgement when performing your duties as a Member of the Commission. Failure to do so could lead to dismissal. In extreme situations if a conflict of interest cannot be resolved dismissal may be the most appropriate option, however due process must be followed and the principles of natural justice applied.
- Unauthorised disclosure of any information gained in the course of your appointment, or its use by you or others for personal gain or advancement, could result in your appointment being terminated early, or even criminal prosecution.
- You are expected to inform the Department of any intention to accept a prominent position in any political party and to understand that your appointment as a member of the Commission may be terminated if the Department feels that, in the case of you accepting such a role, the positions are incompatible.

- **Performance Appraisal:** An annual assessment of the performance of the Chair is completed by a senior officer of the Department. An annual assessment of the performance of Members is completed by the Chair of the Commission.
- **Re-appointment:** Re-appointment for a future second term is not automatic but may be considered subject to an appropriate standard of performance and attendance having been achieved during the initial period in office, evidence of continued adherence to the Seven Principles of Public Life (**see Annex B**) and the applicable business needs. Re-appointment for a second term requires the approval of the Minister.
- **Time commitment:** The approximate time commitment for the Chair and Members is **15 days per annum** and will be determined by the activities of the Commission. Within the first year only of the new Commission an **additional 5 days** will be required to undertake induction, training and to conduct inaugural Commission business. It is envisioned that the Chair and Members will meet for Commission business a minimum of 6 days per annum with preparation time required. Remaining time will be allocated to Members to undertake activities that meet the needs of the Commission's plan of work, which will be produced for each year. Time outside of Commission meetings must be pre-approved by the Chair and Secretariat. Attendance may be required at meetings and events held across Northern Ireland, and potentially across the UK and Ireland, and may thus involve travel and attendance outside of normal office hours. Annual leave does not apply to these appointments.
- **Attendance:** All Members are expected to attend meetings regularly. An appointment may be terminated if a Member has, for a continuous period of 3 months, without reasonable excuse, failed to attend meetings of the Commission or a committee.
- **Remuneration:** Remuneration for the Chair and Members is a **daily rate of £436 and £309** respectively (under review). The appointments are **not** pensionable. Appropriate PAYE (i.e. tax and National Insurance) deductions will be made at source. Payments for time outside of Commission meetings must be pre-approved by the Chair and Secretariat. Payments will be made following submission of a completed monthly claim form.
- **Expenses:** Chair and Members are eligible to claim reasonable travel and subsistence allowances which are necessarily incurred on official business, payable at Northern Ireland Civil Service (NICS) rates. In carrying out the role as Chair or Member, you may also be entitled to claim out of pocket expenses in line with NICS Policy for the following expenses –

- (a) travel and other expenses incurred on the Commission business. This includes travel between your point of entry to the UK or Ireland and the meeting location; if you reside within the UK or Ireland this will cover only travel between your home (or your place of business) and the meeting location.
- (b) reasonable expenses incurred in relation to the care of dependants (including childcare costs); and
- (c) any other appropriate expenses such as particular costs associated with disabilities.

Reimbursement of expenses will be made following receipt of a completed claim form supported with relevant receipts.

Appointees who already work in the public sector cannot be paid twice from the public purse for the same period of time.

- **Training and Development:** The new Chair and Members may be required to attend relevant training courses, organised by the JTC or DAERA. Within the first year of the Commission, the Chair and Members will be required to attend induction and any associated training deemed necessary.
- **Indemnities for personal liability:** Managing Public Money NI (MPMNI) states *‘that an individual Board Member who has acted honestly and in good faith will not have to meet out of his/her own personal resources any personal civil liability which is incurred in*

*the execution or purported execution of his/her board function, save where the person has acted recklessly.’*

- **Conduct:** All public appointees have a duty in relation to conduct, propriety and confidentiality. All members will be required as a condition of appointment to abide by the **Seven Principles of Public Life (Annex B)** and by a **Code of Conduct of the Just Transition Commission**. Appointees must notify the Secretariat and a senior officer of the Department if they become the subject of a police investigation or are arrested by the police. In exercising their duties all Members must demonstrate impartiality, integrity and objectivity and should be aware of their wider responsibilities of the Commission. All Members must:
  - undertake on appointment to comply at all times with the Seven Principles of Public Life and with the rules relating to the use of public funds;
  - act in good faith and in the best interests of the Commission; and
  - not use information gained in the course of their public service for personal gain or for political purposes, nor seek to use the opportunity of public service to promote their private interests or those of connected persons, firms, businesses or other organisations.

If you are deemed to have breached any of the Seven Principles of Public Life, the Department may terminate your appointment.

- **Gifts and Hospitality:** All public appointees are expected to ensure that the acceptance of gifts and hospitality can stand up to public scrutiny. Gifts should be declined wherever possible, and any offers should be reported to the Secretariat. Where it would be ungracious or otherwise difficult not to accept, you should inform the Secretariat of the gift, the estimated value and the donor. Public appointees must take personal responsibility to ensure that a record is placed in the appropriate hospitality register. Similarly, care should be taken that no extravagance is involved with working lunches and other social occasions.
- **Conflicts of Interest:** Conflicts of interest, whether real or perceived, can be damaging to the individual Member, the Commission itself and the Department. If a conflict of interest arises or is identified, it is essential that it is resolved as quickly as possible. **You must declare** any personal or business interests, pecuniary or non-pecuniary which may, or may be perceived to, influence your judgement when performing your duties as a Member of the Commission. Failure to do so could lead to dismissal. You are encouraged to register your own interests and the interests of close family members and

persons living in the same household that appear closely related to your activities as a Member of the Commission. Should you be in any doubt about what to disclose it is best to err on the side of caution and disclose the information. These interests will be included in an appropriate register of interests maintained by the Secretariat, and **you must ensure that your entries are kept up to date.**

Should an issue arise subsequent to the completion of the register of interests that could give rise to a potential conflict of interest you must inform the Secretariat and Director of Climate Change Policy and Legislation. If at a meeting of the Commission an issue arises that could give rise to a potential conflict you should disclose your interest and withdraw from any discussion or consideration of the matter. In extreme situations if a conflict of interest cannot be resolved dismissal may be the most appropriate option, however due process must be followed and the principles of natural justice applied.

- **Other Appointments:** You must inform the Secretariat and a senior officer of the Department in advance of taking up any new appointments which may impinge on your duties. It is not uncommon for applicants for public appointments to hold other appointments or to have done so in the past. DAERA is required, as far as practicable, to take steps to check how applicants have performed in these other roles. As such, the

application form includes a section for candidates to list public appointments held in Northern Ireland and DAERA will seek information on performance from the relevant department(s) and will share similar information with other departments on request.

- **Bankruptcy:** Appointees may be removed from office before the end of their term of appointment if they become bankrupt, make an arrangement with creditors or are made the subject of a Bankruptcy Restrictions Order. (**see Termination of Appointment**).
- **Political Activity:** You should not occupy paid party-political posts or hold particularly sensitive positions of responsibility in a political party. Subject to the foregoing, you are free to engage in political activities provided that you are conscious of your general public responsibilities and exercise proper discretion, particularly with regard to the work of the Commission.

You are expected to inform the Department of any intention to accept a prominent position in any political party and to understand that your appointment as a Member of the Commission may be terminated if the Department feels that, in the case of you accepting such a role, the positions are incompatible.

- **Official Secrets Act:** The Act applies to Crown servants, Government contractors and to others who have, or have had, official information in their possession. For the purposes of the Act, “Crown servants” includes Ministers of the Crown; Civil Servants (including members of the Diplomatic Service); members of the armed forces; the police; and office holders and the members or staff of a body (or class of members or employees of such a body) which are “prescribed” for the purpose by an Order made under the Act.

The provisions of the Official Secrets Act 1911 to 1989 apply to public appointees. Unauthorised disclosure of any information gained in the course of your appointment, or its use by you or others for personal gain or advancement, could result in your appointment being terminated early, or even criminal prosecution.

## Section 3 - Person Specification

Before applying for these positions, please take the time to study the essential criteria set out below and consider whether you meet these requirements. Candidates who do not meet the essential criteria will not be considered for interview.

### **Essential Criteria:**

Candidates will need to demonstrate by way of example that they have the necessary skills, knowledge and experience. It is your responsibility to provide relevant examples, at application and interview stages, which clearly show how you meet each criterion listed below as relevant to the position you are applying for.

#### **1. Subject matter knowledge of Just Transition and Climate Change (Chair and Member)**

**Please demonstrate evidence that you possess a clear understanding of the just transition principle and the wider climate change and green growth legislative and policy context in Northern Ireland, as relevant to the work of the Just Transition Commission (JTC) (<https://www.daera-ni.gov.uk/articles/just-transition-commission>).**

We are seeking individuals who will facilitate government in delivering net zero, in line with the Just Transition principles. You will need to understand the importance of a transition to a lower emissions society and economy that is just and fair to all. We are looking for evidence that you have sufficient knowledge of just transition and climate change issues relevant to Northern Ireland, understand the work of the Commission and recognise the role of the JTC in supporting the delivery of net zero. You should have an awareness and clear understanding of the Just Transition Commission's statutory remit and the broader legislative and policy landscape relevant to the work of the JTC.

#### **2. Strategic leadership (Chair Only)**

**Please demonstrate by way of practical example(s) how you have used your effective leadership skills to make a positive contribution to the performance of an organisation or group in an area relevant to the work of the Just Transition Commission (JTC).**

The Chair will be responsible for establishing strategic direction within the scope of the JTC's statutory responsibilities and ensuring that it achieves its aims and objectives. The Chair of the JTC will be expected to understand the wider policy, legal

and political context and how their role fits with and supports government and departmental objectives and the wider public needs. The Chair will need to have the ability to lead and support a new body in its establishment and development, ensuring it functions in line with the JTC's statutory role and operates effectively and efficiently. The Chair will also act as a primary ambassador and spokesperson for the JTC.

We are seeking evidence of the ability to lead and think strategically to influence strategies and plans, anticipating, adapting and responding to changing strategic priorities to ensure that the JTC effectively delivers its functions. As Chair you will need to be able to use your mediation, negotiation and leadership skills to achieve consensus on complex issues. You will be expected to maintain integrity and provide credible and inclusive leadership to the JTC. You must be able to exercise sound judgement and decision making. You should be an effective communicator who has worked at board level\* or equivalent and be able to lead a multi-disciplinary team. You will be expected to facilitate contributions from, and take on board the views of, others, offering constructive challenge and building consensus in support of beneficial outcomes.

\* *Experience at board level includes taking decisions affecting the corporate body or organisation.*

### **3. Sector knowledge and representation (Member only)**

**Please demonstrate by way of practical example(s), evidence that you possess the expertise and experience required to credibly represent one of the mandated sectors\*.**

As a Member, you will be expected to have the ability to represent your chosen sector with appropriate and relevant skills and experience. You will directly engage, actively listen to, and represent the voice of a wide range of stakeholders and diverse views across the sector. Through your expertise and experience of your sector you will possess a clear understanding of the key challenges and opportunities that your chosen sector faces, and of its contribution to addressing climate change and just transition challenges. As a representative voice, you will demonstrate the ability to build trusted collaborations and encourage consensus on strategically important and complex issues relevant to just transition and the entire sector you represent.

**\*Mandated sectors are** *academia; agriculture; built environment; civic society; energy; environmental groups; fisheries; green finance; rural; trade unions; transport; youth groups.*

#### **4. Collaboration and communication (Chair and Member)**

**Please demonstrate by way of practical example(s), your experience in building and maintaining effective partnerships, and the communication skills used, to develop and deliver good outcomes.**

We are seeking demonstrable evidence of your ability to build and sustain a network of collaborative working relationships. You will be expected to be able to share your knowledge and proactively and constructively engage in group discussions and Commission deliberations, including in areas outside of your main expertise, and be receptive to, and respectful of, the views of others to build consensus on complex issues and achieve a beneficial outcome.

We are also seeking demonstrable evidence of strong verbal and written communication and interpersonal skills. You will be expected to be able to explain complex issues clearly and to adapt your message appropriately for different audiences.

\*For the Chair role you should have effective public communication skills, including the ability to act as a media spokesperson, representing the Just Transition Commission (JTC).

#### **5. Critical thinking and Analysis (Chair and Member)**

**Please demonstrate by way of practical example(s) your ability to analyse complex and/or conflicting information relevant to the work of the Just Transition Commission (JTC), from a variety of sources, and draw well-reasoned conclusions and recommendations.**

We are seeking demonstrable evidence of your ability to analyse and interpret complex information and data. You must be able to identify and weigh up risks or impacts, and examine a range of evidence and perspectives to draw impartial, balanced conclusions and support well-reasoned judgements, including where the details are not clear or the evidence is incomplete.

You must be able to make well-evidenced, strategic recommendations that offer good value for money and maximise climate impact. This means turning high-level ambition into practical, deliverable actions. You must also be able to communicate expert advice clearly and confidently, including to people without technical or specialist knowledge.

## Section 4 - Application and Selection Process

### Application process

Application forms and the candidate information pack is available at: <https://www.daera-ni.gov.uk/articles/public-appointment-vacancies-chair-and-15-members-just-transition-commission-jtc>

Alternatively, the application form and further information can be obtained from the Public Appointments Unit at: [publicappointments@daera-ni.gov.uk](mailto:publicappointments@daera-ni.gov.uk)

### Making Your Application

**Parts A, B and C** of the Application Form must be completed in full.

**Part D** - Applicants are requested to complete the Equal Opportunity Monitoring Form (Voluntary). This will **not** be shared with the selection panel.

The application form is designed to ensure applicants provide the necessary information to determine how they meet the appointment requirements. The form gives you an opportunity to provide examples relevant to the specific criteria. These, in turn, provide the interview panel with information and evidence about you, and a fuller understanding of your abilities.

The information you provide in the application form will be assessed in relation to the essential criteria. You can use examples from your working life, including any voluntary or community work you are, or have been, engaged in or, if preferred, you can use examples from your personal life. When providing examples in your application, you may find it helpful to follow a structure similar to that set out in the 'Guide to competency-based interviewing' at Annex C. This involves reading each criteria/question; identifying a relevant example(s) which demonstrates how you meet the criteria and breaking your answer down under the headings below (you do not need to list headings in your answers).

- Describe the **challenge** presented,
- Explain the **context** of that challenge,
- Outline the **action** taken and
- Describe the end **result**.

Alternatively, you may wish to use another similar method, such as the STAR [**S**ituation, **T**ask, **A**ction, **R**esult) method.

**Please note:**

1. Formal degree-level qualifications and details of previous employment are not required.
2. The selection panel will not make assumptions from a job or post title, or the nature of the organisation, as to the skills and experience which you may have gained.
3. You should ensure that you provide evidence in your application form which outlines how your experience matches the essential criteria detailed above. If you do not provide sufficient detail under each of the criteria the selection panel may reject your application.
4. Only the details provided by you in your application form will be provided to the selection panel for the purpose of determining your eligibility for the post or shortlisting (if necessary). Details must be provided in the relevant box for each of the essential criteria, as applicable. Any additional information provided on continuation sheets will not be shared with the selection panel.
5. It is strongly recommended that all applicants/candidates read the 'Public Appointments Guide' which provides an overview of Public Appointments in Northern Ireland and helpful information for those wishing to apply.

A copy of this Guide can be found at the following link:

<https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/public-appointments-guide.pdf>

6. You may also be interested in workshops on the public appointments process offered by CPANI at no cost. Further details can be found at:

[www.publicappointmentsni.org/workshops](http://www.publicappointmentsni.org/workshops)

**Closing Date**

The **closing date** for receipt of completed application forms by post or e-mail is **12 noon on Thursday 25 June 2026**.

**Late applications**

Late applications will **not** generally be accepted. The selection panel may decide to accept a late application if there are exceptional and/or extenuating circumstances. It is the responsibility of the applicant to ensure their application arrives with DAERA on or before the deadline, whether by email or post and to ensure the form is completed in full. Applications will not be examined or assessed by the selection panel until after the closing deadline.

## Sift process

Applications will be **anonymised** before the selection panel conducts the sift exercise. The selection panel will only be supplied with **Part C** of the application form.

Only the information supplied under each criterion in the application form will be considered for the sift process. It is therefore essential that you provide in the application form information relevant to **each** of the essential criteria as applicable.

The scoring framework of **1-5** will be used at sift stage. The pass mark for each criterion will be **3**.

## Shortlisting Criteria

If following the sift of applications it is necessary to undertake further shortlisting of candidates to proceed to the interview stage, this will be undertaken in accordance with the position applied for (i.e. Chair or Member). The Member positions will be shortlisted by each mandated sector. In all cases, shortlisting will be applied on the basis of overall score, subject to meeting the minimum pass mark for each criterion.

It is anticipated that the eligibility sift will take place by 31 August 2026.

## Feedback

If an applicant does not pass the sift stage of the process, feedback will be provided on request. This will be based on the selection panel's consensus assessment of the application.

## Reassessment Process (sift stage)

If an applicant is unhappy with the decision of the panel, in that they have not been invited to interview, they have the right to make a request in writing to have their application reassessed. The applicant must contact the Public Appointments Unit requesting a review within **10 days** of receiving the outcome letter from the sift process.

The reassessment request will be shared with the panel in full and the panel are clearly advised not to take any additional information provided by the applicant into account, that the reassessment must be based only on the information provided by the applicant in their application form.

Applicants should contact the DAERA Public Appointments Unit by email at: [publicappointments@daera-ni.gov.uk](mailto:publicappointments@daera-ni.gov.uk) to request a reassessment.

## Interview Process

Interviews will be conducted in person by the selection panel. Requests for remote interviews will only be considered by the panel in exceptional circumstances. Audio only interviews will not be permitted.

At interview stage the criteria will be marked on a scoring framework from **1 to 5**. Candidates need to meet the satisfactory level required, which is obtaining the minimum pass mark of 3 for each criterion to be considered suitable for appointment.

It is anticipated that interviews will be held throughout **October 2026** at Clare House, Belfast. Candidates should make themselves available during this time. Requests to reschedule an interview will be considered by the panel, but may only be able to be facilitated in very limited circumstances and cannot be guaranteed. A valid form of photographic identity will need to be presented by each candidate at interview. Applicants will be able to claim expenses for travel at standard NICS rates for attendance at interview.

The interviews will be competence-based interviews which test candidates against the specific selection criteria for a particular appointment. Please see the enclosed Guide to Competency Based Interviewing (**Annex C**).

The interview is a crucial part of the appointment process and thorough preparation is essential. You can prepare for interview by:

- reading and thoroughly understanding the selection criteria;
- reminding yourself of examples you used in your application form and being prepared to expand on these at interview, if asked;
- rehearsing how you might relate your experiences to the interview panel, emphasising your own role and responsibilities; and
- not assuming that your qualities and experience will speak for themselves.

At interview, the selection panel will assess the evidence provided by a candidate for each competency. Following the interview the panel will collectively agree scores according to the agreed mark frame (1-5). Candidates will need to achieve the minimum pass mark of 3 for **each and all** competencies as applicable to be found suitable for appointment. The merit list of candidates found suitable will go forward to the Minister for his consideration and selection (see below).

We aim to notify the candidates of the interview outcome by week commencing **30 November 2026**. If unsuccessful at interview, candidates may request **feedback** on their performance. This can be arranged by contacting the Public Appointments Unit by email at: [publicappointments@daera-ni.gov.uk](mailto:publicappointments@daera-ni.gov.uk)

## Ministerial Choice

Ministerial choice is a key element of public appointment policy that enables Ministers to indicate if they wish to be presented with the names of candidates found suitable for appointment in a ranked (strict merit order) or unranked (alphabetical) list. The Minister has requested an **unranked** list for this appointment process. This means that all candidates found to be suitable for appointment by the panel following interview can be considered for appointment by the Minister. Being found suitable for appointment by the panel does not automatically mean that you will be appointed by the Minister (as there may, for example, be more candidates than positions available).

Candidates should be aware that, for candidates who are successful at interview, the selection panel will prepare an 'applicant summary' which is provided to the Minister, along with the unranked merit list. The applicant summary contains the panel's objective analysis of performance at interview and declarations made as to any appointments held, probity and conflict of interest. This is the only candidate information that is shared with the Minister.

## Reserve List

A reserve list may be established to cover any vacancies that arise within 12 months following the initial appointment.

## Date of Appointment

It is anticipated that the successful candidates will take up appointment from **1 February 2027**.

## Announcement of Appointment(s)

Candidates should be aware that information provided in the application form and at interview stage will be used to compile an applicant summary. The applicant summary will provide the Minister with an objective analysis of each applicant's skills and experience, based on the information provided during the appointment round and the selection panel's assessment of that applicant. In addition, if they are successful, they will be asked to provide information for a short pen picture for inclusion in the press release to announce the appointment, in line with the Commissioner for Public Appointment's Code of Practice.

This will include:

- their name;
- a brief summary of the skills and knowledge they bring to the role;
- details of current appointments they hold and any related remuneration received; and
- details of any political activity declared in the last five years.

DAERA will add the following information to the press release:

- a short description of the body to which they have been appointed;
- the period of appointment; and
- any remuneration associated with the appointment.

## Section 5 - Probity and Conflicts of Interest

The highest standards of propriety are expected of the Commission Chair and Members. Public appointees must show a willingness to work under any administration irrespective of public opinion. Public appointees must adhere to the Seven Principles of Public Life. A copy is attached at Annex B.

Any private or business interests that a potential Chair or Members might have, and that may be relevant to the work of the Commission, must be declared in the application form.

Examples of what might constitute a conflict of interest are given on the enclosed leaflet issued by the Commissioner for Public Appointments.

<https://www.publicappointmentsni.org/publications/guidance-conflicts-interest-integrity-and-how-raise-complaint>

A conflict of interest may also arise where you or a close relative is employed by, or has a relationship with, the sponsor department or any of its sponsored bodies.

Potential conflicts of interest are not necessarily a barrier to appointment, but both real and perceived conflicts, if viewed as relevant, will be explored to ensure that the public can have confidence in the JTC's independence and impartiality.

You should declare in your application form any matter(s) which could cause or could be perceived to cause reputational damage to DAERA or the Commission including any links you or close family members have to DAERA or any of its sponsored bodies to ensure that these can be fully explored and resolved.

### **Probity Checks**

Departments have a duty to ensure, as far as practicable, that those they appoint to the boards of public bodies will perform their duties in an effective manner. DAERA will therefore conduct a cross-departmental check on the probity and performance of those candidates holding an NI public appointment in the preceding seven-year period. Similar information will be provided by DAERA to other departments on request.

### **Applications from Civil Servants/Former Civil Servants**

Civil servants or former civil servants are subject to the rules on Acceptance of Outside Business Appointments, Employment or Self-Employment for a period of up to two years after leaving the NI Civil Service. Individuals in this category who wish to apply must check their eligibility to do so with their current/

former Department and the Northern Ireland Civil Service (NICS) Human Resources. (Standards of Conduct Policy Sections 8, IRO Public Appointments: The NICS Staff Handbook includes the HR policy, 6.01 Standards of Conduct).

Civil servants (or former civil servants) should be aware that a judgement may also be made by the interviewing panel as to whether the nature of their employment could lead to a perceived, or real, split of loyalties of a sufficiently serious nature to render appointment as JTC Member an unmanageable conflict of interest, in particular where there is a current or former relationship with the sponsoring department (DAERA) or JTC.

### **Double Paying**

If you already work in the public sector you need to be aware that:

- you may be ineligible for consideration for this appointment if in the Department's view there is a conflict of interest, the perception of a conflict or a potential conflict, between the appointment and their existing commitments;
- you will be asked to confirm that you have permission from your employer to take up an appointment if one is offered and the Department will confirm this; and
- there is a general guiding principle that an individual should not be paid twice from the public purse for the same period

of time. As a result, if you already work in the public sector, you may not be entitled to claim remuneration, including expenses, for this position if the duties are undertaken during a period of time for which you are already paid by the public sector. If in doubt you should contact your employer for advice.

In the interests of minimising the potential for double paying to occur, DAERA reserves the right to contact your employer / organisation regarding your candidature.

### **Access NI Checks**

If successful, you should be aware that you will be required to complete a basic Access NI check, or an equivalent if residing outside NI (for example a Disclosure and Barring Service check). Further details in relation to Access NI checks can be found in the Access NI Code of Practice (<https://www.nidirect.gov.uk/publications/accessni-code-practice>). Please be aware that additional or enhanced checks may be required in respect of specific sectors (e.g. those working with young persons). Relevant candidates will be advised if/as appropriate/necessary.

### **Nationality**

In general, you should have the right to work in the UK to be eligible to apply for a public appointment.

Please note:

- DAERA has no public appointments which are restricted to UK nationals only.
- Republic of Ireland (RoI) citizens may be appointed to any post.
- Commonwealth citizens who have immigration status allowing them to work in the UK may be appointed to any post.

It is the responsibility of any non-UK or non-RoI applicants to provide evidence that they have the appropriate permission if being offered a post. The Department will undertake pre-appointment checks to confirm if they can legally work in the UK.

### **Two term rule**

In accordance with the CPANI Code, appointments to the same position are restricted to two terms. Those who have served two appointment terms, of whatever length, on a Board are ineligible to apply for the same position.

# Section 6 - Diversity, Equal Opportunities and Monitoring

## Diversity in Public Appointments

DAERA is committed to equality of opportunity and welcomes applications from all suitably qualified people irrespective of religious belief, gender, disability, ethnic origin, political opinion, age, marital status, sexual orientation or whether or not they have dependants. All applications for appointment are considered strictly on merit. Since women, young people, people from minority ethnic backgrounds and people with disabilities are currently under-represented on DAERA bodies, applications from these groups would be particularly welcome.

## Guaranteed Interview Scheme

The Guaranteed Interview Scheme (GIS) is applicable in this appointment process. The GIS aims to provide applicants with a disability the opportunity to demonstrate their abilities beyond the initial application stage. Applicants with a disability **who meet the minimum pass mark** for each essential criterion at stage one of the selection process (the sift process) will be offered an interview. Their application will **not** be subjected to any **additional** shortlisting which may take place. DAERA will also seek to facilitate reasonable adjustments to accommodate the needs of applicants with a disability on request.

## Equal Opportunities Monitoring Form (Voluntary)

The Northern Ireland Civil Service (NICS) is committed to equality of opportunity. The NICS monitors the appointment processes to help ensure that processes and procedures promote equality of opportunity as far as possible. Please complete the Equal Opportunities Monitoring Form - **Part D** of the application form. The information provided in the Monitoring Form will not be available to selection panels or to anyone else involved in the selection process. Please see below for further details on how this information may be used.

## DAERA's Public Appointments Privacy Notice

The Department is committed to ensuring that any personal information received from you is processed in a way which complies with the requirements of the UK General Data Protection Regulation and the Data Protection Act (2018). A full copy of the DAERA'S Public Appointments Privacy Notice can be found here <https://www.daera-ni.gov.uk/publications/daeras-public-appointments-privacy-notice>.

## Section 7 - Complaints Procedure

If you wish to make a complaint about any aspect of this appointment process, you should direct your concerns in the first instance in writing to the Public Appointments Unit, DAERA at [PublicAppointments@daera-ni.gov.uk](mailto:PublicAppointments@daera-ni.gov.uk). Alternatively, you may write to:

**Public Appointments Branch**

**Jubilee House**

**111 Ballykelly Road**

**Limavady**

**BT49 9HP**

**Telephone: 028 7744 2025**

**Textphone: 1 8001 7744 2025**

**If you have a hearing difficulty you can contact DAERA via Text Relay.**

**Making a call from a text phone dial 18001 77442025**

**Making a call from a telephone dial 18002 77442025**

At the time of publication, the Just Transition Commission, as a newly established body, is not yet regulated by the

Commissioner for Public Appointments for Northern Ireland (CPANI). This means that the Commissioner is unable to consider complaints about this public appointment process.

Arrangements are being made to add the JTC to the enabling legislation for regulation at the earliest opportunity and it may become regulated within the lifetime of this public appointment process. Once regulated, the Commissioner will be able to consider complaints about appointments to this body, in line with the CPANI complaints procedure.

The CPANI complaints procedure normally expects that you should first direct your concerns to the department which was responsible for making the appointment. In responding to any initial complaint DAERA PAU will confirm if there has been any change to the regulated position and the route that complaints can be escalated through.

Should it not be possible for CPANI to consider complaints relating to this process, your complaint will be handled in alignment with the DAERA complaints policy which is available at: <https://www.daera-ni.gov.uk/contacts/how-make-complaint>.

# Annex A

## Just Transition Principle and Objectives

The Climate Change Act (Northern Ireland) 2022 requires all NI Departments to have regard to the “just transition principle” when developing emissions reduction policies and proposals. Section 30 (3) of the Act defines the just transition principle as the importance in taking action to reduce emissions and increase removals, of doing so in a manner which, so far as possible, achieves the objectives of:-

- (a) supporting jobs and the growth of jobs that are climate resilient and environmentally and socially sustainable;
- (b) in particular, supporting the agriculture sector and other sectors of the economy in Northern Ireland that are likely to be most affected by action to reduce those emissions and increase those removals;
- (c) supporting low-carbon investment and infrastructure;
- (d) developing and maintaining consensus through engagement with (among others) workers, trade unions, communities, non-governmental organisations and representatives of the interests of business and industry;

- (e) creating decent, fair and high-value work in a way which does not negatively affect the current workforce;
- (f) contributing to a resource-efficient and sustainable economy;
- (g) supporting persons who are most affected by climate change, particularly those who may have done the least to cause it or may be the least equipped to adapt to its effects;
- (h) reducing, with a view to eliminating, poverty, inequality and social deprivation;
- (i) eliminating gender inequality and advancing equality of opportunity between men and women;
- (j) supporting the social and economic needs of people in rural areas; and
- (k) taking into account the future generations principle.

# Annex B

## **The Seven Principles of Public Life**

In 1995, the Committee on Standards in Public Life defined seven principles, which should underpin the actions of all who serve the public in any way. These are:

### **Selflessness**

Holders of public office should act solely in terms of the public interest.

### **Integrity**

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

### **Objectivity**

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

## **Accountability**

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

### **Openness**

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

### **Honesty**

Holders of public office should be truthful.

### **Leadership**

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

# Annex C

## Guide to Competency Based Interviewing

Competency Based Interviewing (CBI) is currently the most common method adopted for making public appointments in Northern Ireland. CBI is based on the premise that past performance is the best indicator of how someone will perform in a similar situation in the future. The CBI approach places the onus on you, the candidate, to provide evidence from your own experience of specific skills, competencies and behaviours at the required standard of performance. A '**competence**' is simply a desirable skill or quality.

CBI provides the opportunity for you to answer questions about how you have reacted to and dealt with previous situations, the lessons you have learned and how you might handle similar situations in the future. CBI gives you an opportunity to illustrate your personality, skill set and individual competencies to the interviewer.

During the interview each competence is tested separately and you will be told which competence you are being questioned on. For each competence, the interviewer will begin by asking a **lead question**. These questions are seeking an **example** of a situation or task which led you to take a certain course

of action. Lead questions are standardised and are therefore asked to each candidate in the same way. Some examples of lead questions are:

- *Describe a situation when you have worked as part of a team?*
- *Tell me about a time when you have been faced with a challenge in work?*

**Probing questions** will then be used to determine the course of action taken, what changes were created by those actions and the effects of those actions on others. Examples of probing questions are:

- *What did you actually do?*
- *What risks did you take?*
- *How did you plan it?*
- *What were the implications of....?*
- *What went well?*
- *What went badly?*
- *What were the outcomes?*
- *What would you do differently?*

When preparing for a CBI, a good approach is to read each competence that you will be questioned on, identify a relevant example and break it down under the following headings:

- Describe the **challenge** presented,
- Explain the **context** of that challenge,
- Outline the **action** taken and
- Describe the end **result**.

The competencies being tested are the criteria indicated in the application form.

# Annex D

## Overview of sectors

Below is a list of the sectors with accompanying information on each. Please note that the examples of experience listed for each sector are not exhaustive and are intended to offer guidance only. The onus is on the candidate to ensure that they demonstrate adequate knowledge and experience of the applicable sector.

academia	agricultural sector	built environment sector
civic society	energy sector	environmental groups
fisheries sector	green finance	rural sector
trade unions	transport sector	youth groups

## Academia

We are seeking individuals who understand the importance of a transition to net zero in Northern Ireland that is just and fair, and is supported by the academia sector. As an academia Member, you will directly engage, actively listen to, and represent the voice of a wide range of stakeholders and diverse

views across the sector. You will possess a clear understanding of the opportunities and contribution that academia can make to addressing climate change and just transition challenges. As a representative voice, you will demonstrate the ability to build trusted collaborations and encourage consensus on strategically important issues relevant to the just transition, supporting the contribution of academia in facilitating a transition that is in line with the just transition principle.

Relevant demonstrable experience may come from any role that can contribute to Northern Ireland’s academia sector and its central role in education, research, skills development, and knowledge production. This may include work or activities that support areas such as teaching and training students, reskilling and upskilling the workforce, vocational education and lifelong learning, knowledge collaboration and exchange, conducting and applying research and innovation with an industry or policy impact in fields relevant to \*just transition and climate change issues, and policy/regulation development and/or delivery. This may include sector-based advisory roles, policy and research roles, and organisational roles working within educational and research institutions, research industries, and advisory bodies.

As the Just Transition Commission oversees the implementation

of the just transition elements of the Climate Change Act and provides advice to NI departments in line with the just transition principle, and in recognising the centrality of skills, reskilling and workforce in enabling a just transition, useful experience could also come from projects focused on skills gap analyses, retraining, upskilling, and redeployment support initiatives, fostering partnerships across academic disciplines and stakeholders to address complex sustainability related issues, embedding sustainability opportunities into the teaching curriculum, or place-based solutions to address just transition and climate change challenges.

### **Agricultural sector**

We are seeking individuals who understand the importance of a transition to net zero that is just and fair for the agricultural sector within Northern Ireland. As an agricultural Member, you will directly engage, actively listen to, and represent the voice of a wide range of stakeholders and diverse views across the sector. You will possess a clear understanding of the key challenges and opportunities that the agriculture sector faces, and of its contribution to addressing climate change and just transition challenges. As a representative voice, you will demonstrate the ability to build trusted collaborations and encourage consensus on strategically important issues relevant to the just transition, supporting benefit to the agriculture sector.

Relevant demonstrable experience may come from any role that can contribute to Northern Ireland's farming, food production or wider agri-food system reflecting Northern Ireland's significant farming and agri-food workforce and its central role in rural communities. This may include work or activities that support the economic and social transformation of the agriculture sector, rural communities or environmental stewardship as Northern Ireland moves toward a net zero future. Experience, skills and expert knowledge gained may range from managing a farming business/enterprise to having a role in food manufacturing, supply chain management and market engagement, agri business and policy/regulation development and/or delivery. This may include sector-based advisory/knowledge transfer roles, policy and research roles, and organisational roles working with agriculture, agri-food and horticultural businesses.

As the Just Transition Commission oversees the implementation of the just transition elements of the Climate Change Act and provides advice to NI departments in line with the just transition principle, useful experience could also come from projects focused on promoting/supporting transition to low carbon farming practices or reducing emissions from agriculture, work supporting agricultural workers or communities adapting to economic change or experience implementing sustainability,

innovation or resource efficiency initiatives in the agriculture sector.

### **Built environment sector**

We are seeking individuals who understand the importance of a transition to net zero that is just and fair for the built environment sector within Northern Ireland and to residents and users. As a built environment Member, you will directly engage, actively listen to, and represent the voice of a wide range of stakeholders and diverse views across the sector. You will possess a clear understanding of the key challenges and opportunities that the built environment sector faces, and of its contribution to addressing climate change and just transition challenges. As a representative voice, you will demonstrate the ability to build trusted collaborations and encourage consensus on strategically important issues relevant to the just transition, supporting benefit to the built environment sector as well as users and residents.

Relevant demonstrable experience may come from any role that can contribute to Northern Ireland's built environment sector, across design, construction, operation, maintenance, and renovation of buildings, infrastructure and place. This may include work or activities that support the transformation of the built environment sector as it moves towards a net zero future,

embedding sustainability across the whole-life cycle of an asset including low carbon design, construction and adaptation, and policy/regulation development and/or delivery. Experience, skills and expert knowledge gained may range from across relevant disciplines such as (but not limited to) architecture (including conservation), landscape architecture, engineering, transport engineering, planning and urban design, sustainable development, placemaking, construction, procurement, management and delivery, and commercial expertise. This may include sector-based advisory roles, policy and research roles, organisational and practice roles working within built environment industries, consultancy and services, advisory bodies and community place-based organisations.

As the Just Transition Commission oversees the implementation of the just transition elements of the Climate Change Act and provides advice to NI departments in line with the just transition principle, useful experience could also come from projects focused on placemaking and stewardship transformation, regenerative models of development, retrofit and energy efficiency and low-carbon technology providers, circular transformation, emerging technologies and sustainable practices across project stages and life cycle, environmental and equity impacts on built environment stakeholders including communities, green skills development, or experience

implementing sustainability, innovation or resource efficiency initiatives within the built environment sector.

### **Civic society**

We are seeking individuals who understand the importance of a transition to net zero that is just and fair for civic society within Northern Ireland. As a civic society Member, you will directly engage, actively listen to, and represent the voice of a wide range of stakeholders and diverse views across the sector. You will possess a clear understanding of the key challenges and opportunities that civic society faces, and of its contribution to addressing climate change and just transition challenges. As a representative voice, you will demonstrate the ability to build trusted collaborations and encourage consensus on strategically important issues relevant to the just transition, supporting benefit to the civic society.

Relevant demonstrable experience may come from any role that can contribute to Northern Ireland's civic society sector, and its vital role in representation, advocacy, service delivery, community development, and democratic participation. This may include work or activities that support areas such as social justice and anti-poverty work, housing, health, and wellbeing, human rights and equality, community rights, socio-economic inequality, urban-rural disparities, and social cohesion.

Experience, skills and expert knowledge gained may range across community development, service delivery, participatory practices, civic engagement and dialogue facilitation, advocacy delivery, and policy/regulation development and/or delivery. This may include sector-based advisory roles, policy and research roles, and organisational roles working across a wide range of non-governmental, non-profit, social enterprises, and/or community based and cooperative organisations.

As the Just Transition Commission oversees the implementation of the just transition elements of the Climate Change Act and provides advice to NI departments in line with the just transition principle, useful experience could also come from projects focused on developing innovative solutions to the challenges faced by communities transitioning to a green economy, promoting equity, justice and consideration of lived experience in policy development, developing local skills and volunteering opportunities, or representing low-income households and marginalised groups in transformative change.

### **Energy sector**

We are seeking individuals who understand the importance of a transition to net zero that is just and fair for consumers and the energy sector within Northern Ireland. As an energy Member, you will directly engage, actively listen to, and represent the

voice of a wide range of stakeholders and diverse views across the sector. You will possess a clear understanding of the key challenges and opportunities that the energy sector faces, and of its contribution to addressing climate change and just transition challenges. As a representative voice, you will demonstrate the ability to build trusted collaborations and encourage consensus on strategically important issues relevant to the just transition, supporting benefit to the energy sector and those that use it.

Relevant demonstrable experience may come from any role that can contribute to Northern Ireland's energy system, including across energy production and supply, electricity and heat generation, transmission and distribution networks, energy storage and system flexibility, market design and regulation, and/or energy consumption and demand-side activities. This may include work or activities that support the transformation of the energy sector as it moves towards a net zero future. Experience, skills and expert knowledge gained may range from renewable energy, transmission and distribution networks and infrastructure, energy markets and consumers, energy use and demand, and policy/regulation development and/or delivery. This may include sector-based advisory roles, regulatory, policy and research roles, and organisational and operational roles working within the energy industry, consultancy and services, advisory bodies and/or community organisations.

As the Just Transition Commission oversees the implementation of the just transition elements of the Climate Change Act and provides advice to NI departments in line with the just transition principle, useful experience could also come from projects focused on community energy and distributional balance, emerging technologies and environmental impacts, supporting energy-intensive industries workers and supply chains in adapting to transformative change, energy affordability and fuel poverty, or experience implementing sustainability, innovation or energy efficiency initiatives in the energy sector.

### **Environmental groups**

We are seeking individuals who understand the importance a transition to net zero that is just and fair for the environment within Northern Ireland. As an environmental Member, you will directly engage, actively listen to, and represent the voice of a wide range of stakeholders and diverse views across the sector. You will possess a clear understanding of the key challenges and opportunities that the environment faces, and of the environmental sector's contribution to addressing climate change and just transition challenges. As a representative voice, you will demonstrate the ability to build trusted collaborations and encourage consensus on strategically important issues relevant to the just transition, supporting benefit to the environment.

Relevant demonstrable experience may come from any role that can contribute to Northern Ireland's natural environment. Reflecting on the role of the environment in creating a nature positive and resilient economy, this may include work or activities that protect, manage, and improve natural resources. As Northern Ireland moves towards a net zero future, experience, skills and expert knowledge gained may range from environmental protection and conservation, also balancing land use for biodiversity recovery, soil, air and water quality improvement, habitat restoration, and marine and coastal management, as well as demands for sustainable food and energy production. This may include sector-based advisory roles, policy, legislation and research roles, delivery and organisational roles. It may also include science and evidence such as monitoring, evaluation and enforcement roles, also working within environmental bodies, groups or environmental services industries.

As the Just Transition Commission oversees the implementation of the just transition elements of the Climate Change Act and provides advice to NI departments in line with the just transition principle, useful experience could also come from projects focused on the development of nature-based solutions, employment in green skills initiatives, local investment and community-led climate and conservation initiatives, supporting

communities in adapting to place-based change or inequalities, or experience implementing sustainability, innovation or resource.

### **Fisheries sector**

We are seeking individuals who understand the importance of a transition to net zero that is just and fair for the fisheries sector within Northern Ireland. As a fisheries Member, you will directly engage, actively listen to, and represent the voice of a wide range of stakeholders and diverse views across the sector. You will possess a clear understanding of the key challenges and opportunities that the fisheries sector faces, and of its contribution to addressing climate change and just transition challenges. As a representative voice, you will demonstrate the ability to build trusted collaborations and encourage consensus on strategically important issues relevant to the just transition, supporting benefit to the fisheries sector.

Relevant demonstrable experience may come from any role that can contribute to Northern Ireland's fisheries sector. Experience, skills and expert knowledge gained may range across sea fisheries, inland fisheries and aquaculture. This may include work or activities across areas including catching, farming, processing, and distributing fish and other aquatic organisms for food, employment, and trade.

This may include sector-based advisory roles, policy and research roles, and organisational roles working with capture fisheries and aquaculture farming industries, processing and distribution businesses, and in supporting activities such as fisheries management, markets, marine eco-systems and blue carbon habitats, coastal management and inspection, and policy/regulation development and/or delivery.

As the Just Transition Commission oversees the implementation of the just transition elements of the Climate Change Act and provides advice to NI departments in line with the just transition principle, useful experience could also come from projects focused on solutions to minimise the adverse effect of fishing and aquaculture activities on climate change, research and development to create the innovative solutions to decarbonise the fishing fleet, supporting fisheries workers in adapting to economic and practice changes, or experience in implementing sustainability, innovation or resource efficiency initiatives in the fisheries sector.

### **Green finance**

We are seeking individuals who understand the importance of a transition to net zero in Northern Ireland that is just and fair and supported by the finance sector. As a green finance Member, you will directly engage, actively listen to, and

represent the voice of a wide range of stakeholders and diverse views across the sector. You will possess a clear understanding of the key challenges and opportunities that the financial sector faces, and of its contribution to addressing climate change and just transition challenges. As a representative voice, you will demonstrate the ability to build trusted collaborations and encourage consensus on strategically important issues relevant to the just transition, supporting the contribution of green finance and wider financial instruments in facilitating a transition that is in line with the just transition principle.

Relevant demonstrable experience may come from any role that can contribute to Northern Ireland's financial sector, across the wider financial system that mobilises, allocates, and manages money in ways that support sustainability and climate action, while increasingly considering social outcomes. This may include work or activities that support green investment and green financial products that facilitate economic and social transformation in the move towards a net zero future. Experience, skills and expert knowledge gained may range from investment in low-carbon technologies, funding for nature and biodiversity restoration, long-term capital for decarbonisation infrastructure, place-based climate and just transition investment, ESG (environmental, social, governance) investment, carbon pricing and incentives, and policy/regulation

development and/or delivery. This may include sector-based advisory roles, policy and research roles, and organisational roles working within financial industries, financial organisations, and consumer or charity-based advice organisations.

As the Just Transition Commission oversees the implementation of the just transition elements of the Climate Change Act and provides advice to NI departments in line with the just transition principle useful experience could also come from projects focused on green financial flows and the commercial and community investment opportunities arising, current and future financial risks and opportunities from climate, biodiversity loss, and environmental degradation, nature positive economies, or embedding social considerations/outcomes into the transition to a net zero economy.

### **Rural sector**

We are seeking individuals who understand the importance of a transition to net zero that is just and fair for the rural sector and rural communities within Northern Ireland. As a rural Member, you will directly engage, actively listen to, and represent the voice of a wide range of stakeholders and diverse views across the sector and rural communities. You will possess a clear understanding of the key challenges and opportunities that rural communities face, and their contribution to

addressing climate change and just transition challenges. As a representative voice, you will demonstrate the ability to build trusted collaborations and encourage consensus on strategically important issues relevant to the just transition, supporting benefit to rural communities.

Relevant demonstrable experience may come from any role that can contribute to Northern Ireland's rural communities, understanding the impacts of economic, social, and environmental activities that take place outside urban centres, particularly in small towns, villages, and the open countryside. This may include work or activities that support rural communities, rural small businesses and services, and policy/regulation development and/or delivery. Experience, skills and expert knowledge gained may range from rural based activities across land-based industries (such as agriculture and forestry), peatlands, coastal management and fisheries, rural businesses and voluntary and community sector organisations that provide social infrastructure. This may include rural sector-based advisory roles, policy and research roles, and organisational roles within the rural voluntary and community sector, land-based and land-use organisations and rural advocacy to champion the diverse needs and opportunities across public authorities.

As the Just Transition Commission oversees the implementation of the just transition elements of the Climate Change Act

and provides advice to NI departments in line with the just transition principle, useful experience could also come from projects focused on protecting rural livelihoods and reducing inequalities, supporting rural workers through economic change, local investment in rural based skills and training, environmental stewardship, and community cohesion and place-based transition initiatives.

### **Trade Unions**

We are seeking individuals who understand the importance of a transition to net zero that is just and fair for workers within Northern Ireland. As a trade union Member, you will directly engage, actively listen to, and represent the voice of a wide range of stakeholders and diverse views across the wider workplace sector. You will possess a clear understanding of the key challenges and opportunities that workers face, and of workplace contribution to addressing climate change and just transition challenges. As a representative voice, you will demonstrate the ability to build trusted collaborations and encourage consensus on strategically important issues relevant to the just transition, supporting benefit to workers through the transition.

Relevant demonstrable experience may come from any role that can contribute to Northern Ireland's trade union sector, its core

role of representing workers interests in the wider economic and social policy context, and in providing a voice for workers in the move to a net zero economy. This may include work or activities that support labour rights and fair treatment, workers' welfare, equality and justice for workers, good/decent jobs, aligning vocational education and lifelong learning with labour market needs while protecting workers' interests, shaping training systems and access to learning, the wider skills system and learning at work. Experience, skills and expert knowledge gained may range from worker representation through social dialogue and policy engagement, reform and transformation of public services, skills, retraining, and workforce transition, supporting worker's rights in consideration of wider societal needs, and policy/regulation development and/or delivery. This may include sector-based advisory roles, policy and research roles, and organisational roles working within trade union bodies and advisory or charity-based organisations.

As the Just Transition Commission oversees the implementation of the just transition elements of the Climate Change Act and provides advice to NI departments in line with the just transition principle, and recognising the centrality of skills, reskilling and workforce in enabling a just transition, useful experience could also come from projects focused on the challenges faced by workers in the transition to a sustainable and green

economy, connecting climate change and just transition issues to work, livelihoods, and social justice, protecting workers during economic and environmental change, preventing social and regional inequality during the transition to net zero, and ensuring job quality in the creation of a green jobs pipeline.

### **Transport sector**

We are seeking individuals who understand the importance of a transition to net zero that is just and fair for the transport sector and its users within Northern Ireland. As a transport Member, you will directly engage, actively listen to, and represent the voice of a wide range of stakeholders and diverse views across the sector including passengers/public transport users. You will possess a clear understanding of the key challenges and opportunities that the transport sector faces, and of its contribution to addressing climate change and just transition challenges. As a representative voice, you will demonstrate the ability to build trusted collaborations and encourage consensus on strategically important issues relevant to the just transition, supporting benefit to the transport sector and those that use it.

Relevant demonstrable experience may come from any role that can contribute to Northern Ireland's transport sector, across all systems, services, infrastructure, and workers involved in the logistics of moving people and goods. This may include work

or activities that support the transformation of the transport sector as it moves towards a net zero future. Experience, skills and expert knowledge gained may range from road transport, public transport, active travel and alternative forms of transport, supporting infrastructure, transport supply chains, and policy/regulation development and/or delivery. This may include sector-based advisory roles, policy and research roles, and organisational roles working within transport industries, transport bodies, transport services, and consumer or charity-based advice organisations.

As the Just Transition Commission oversees the implementation of the just transition elements of the Climate Change Act and provides advice to NI departments in line with the just transition principle, useful experience could also come from projects focused on equitable transformation of transport based operations, equity of community, mobility and opportunity particularly for rural, vulnerable or low-income groups, supporting transport workers and supply chains in adapting to transformative change, emerging technologies and environmental impacts, or experience implementing sustainability, innovation or resource efficiency initiatives in the transport sector.

## Youth Groups

We are seeking individuals who understand the importance of a transition to net zero that is just and fair for young people (including the youth sector and youth groups) within Northern Ireland. As a youth sector Member, you will directly engage, actively listen to, and represent the voice of a wide range of stakeholders and diverse views across children and young people, and of the youth sector that supports them. You will possess a clear understanding of the key challenges and opportunities that children and young people\* and the youth sector face, and of its contribution to addressing climate change and just transition challenges. As a representative voice, you will demonstrate the ability to build trusted collaborations and encourage consensus on strategically important issues relevant to the just transition, supporting benefit to children and young people.

Relevant demonstrable experience may come from any role that can contribute to Northern Ireland's youth sector, empowering children and young people to participate in decision-making and building skills for the future. This may include work or activities that support areas such as youth leadership and civic engagement, youth participation and inclusion, informal education, employability, and wellbeing. Experience, skills and expert knowledge gained may range

from developing and delivering targeted support for vulnerable young people, creating safe spaces for learning and dialogue, working in partnership with schools, communities, and civil society, supporting advocacy and campaigning by children and young people, delivery or engaging with services impacting on outcomes for the youth sector, and policy/regulation development and/or delivery. This may include sector-based advisory roles, policy and research roles, and organisational roles working within youth work and service delivery, voluntary and community youth organisations, youth bodies, youth groups, faith-based and cross-community youth groups, and educational bodies and charity-based organisations.

As the Just Transition Commission oversees the implementation of the just transition elements of the Climate Change Act and provides advice to NI departments in line with the just transition principle, useful experience could also come from projects focused on the development of youth focused climate, environmental and/or social justice groups, youth advocacy on climate, social justice, and equality, intergenerational fairness, pathways into green jobs and civic leadership, or creating common purpose around youth centred environmental and social goals.

*\*For the purpose of this role, 'children and young people' generally refers to those aged 0–25 years. This range takes into account The*

*Commissioner for Children and Young People (Northern Ireland)  
Order 2003, Northern Ireland's Youth Service definition of children  
and young people and aligns with UNESCO and UN usage of  
'youth' definition'. This age range recognises that young adults are  
susceptible to the impacts of decarbonisation, skills transition, and  
labour market change.'*

*\*\*Please note that you do not have to be a young person to apply  
for the role of Member for Youth Groups.*

# Just Transition Commission Candidate Information Booklet Chair and Member (x15) Appointments

Statutory Advisory Non-Departmental Public Body to the  
Department of Agriculture, Environment and Rural Affairs

