



Financial Reporting Council

Enforcement Committee Panel

Candidate information pack

April 2026

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Introduction

The FRC is seeking to appoint new members to the Enforcement Committee Panel with experience in the following areas:

- A legally qualified chair
- An individual with audit expertise
- A lay member (i.e., someone who is neither a lawyer nor an individual with audit experience)

About the Financial Reporting Council

The Financial Reporting Council's (FRC's) purpose is to serve the public interest and support UK economic growth by upholding high standards of corporate governance, corporate reporting, audit and actuarial work.

We regulate auditors, accountants and actuaries, and we set the UK's Corporate Governance and Stewardship Codes. We promote transparency and integrity in business. Our work is aimed at investors and others who rely on company reports, audit and high-quality risk management.

The FRC is governed by its Board. The Board discharges some of its responsibilities directly and others through its two governance committees (the Audit & Risk Committee and the People Committee) and its regulatory Committee (the Conduct Committee). The regulatory committee is supported by Senior Advisors.

More information is available on the [FRC website](#) and the latest [Annual Report](#)

About the Enforcement Committee

Members of the Enforcement Committee are appointed by the People Committee.

The Enforcement Committee considers cases against audit firms undertaking audits of Crown Dependency market-traded companies, as well as audit firms undertaking major local audits. The Enforcement Committee is provided with written submissions from the firm and from the Audit Quality Review team at the FRC, and is required to make independent, evidence-based decisions on whether the firm is liable for sanction, and if so, will propose a sanction for agreement by the firm.

The Enforcement Committee Panel is independent from the FRC, the professional accountancy bodies (known as the Recognised Supervisory Bodies) and the audit firms, including the National Audit Office (NAO).

Further information regarding the Committee and membership can be found here [Enforcement Committee Panels](#)

The Role and its responsibilities

The Role

The FRC's enforcement procedures in respect of audit matters are administrative led procedures, with Enforcement Committees appointed from the FRC's Enforcement Committee Panel to make decisions on whether enforcement action should be taken against audit firms. Where an audit firm does not agree the findings of an Enforcement Committee, the matter proceeds to a tribunal stage.

The Enforcement Committee exercises its functions in accordance with Parts 3 and 4 of [the Auditor Regulatory Sanctions Procedure](#) ("ARSP"), and Parts 3 and 4 of the [Crown Dependencies Recognised Auditor Sanctions Procedure](#) ("CDRASP") including:

- considering all the documentation and representations placed before it by the Audit Quality Review team (AQR) and the Registered or Recognised Auditor;
- deciding whether the Registered or Recognised Auditor is liable to a sanction under the Procedure and if so, proposing a sanction for agreement;
- when issuing a notice of proposed sanction, providing reasons for its findings and proposed sanction;
- considering representations in response to a notice of proposed sanction and determining whether to take no further action, confirm or vary the proposed sanction, or accept written undertakings from the Registered or Recognised Auditor;
- directing the recognised supervisory body (RSB) of which the Registered or Recognised Auditor is a member to take the necessary steps to impose the sanction;
- publishing details of the sanction;
- where a proposed sanction is not accepted by the Registered or Recognised Auditor, sending notice to the Registered or Recognised Auditor that the matter is referred to the Independent Sanctions Tribunal.

Candidates Requirement and Eligibility Criteria

The persons who may be appointed to the Panel shall include, but not be limited to, persons having legal and auditing expertise and experience.

All candidates will be expected to demonstrate attitudes consistent with the expectations of public office and the Nolan Principles of Public Life.

In addition, they will be able to form their own views and decisions, whilst working closely and constructively with other members of Enforcement Committees.

Statutory and regulatory frameworks governing the FRC impose restrictions on eligibility for membership of the FRC's Enforcement Committee Panel. No member of the Enforcement Committee Panel shall be:

- a member of the FRC Board;
- a current serving officer of any of the Recognised Supervisory Bodies;
- a current employee, member, director or officer of the FRC, or subsidiary company of the FRC; or
- a practising auditor or an individual who has during the previous 3 years:
 - carried out statutory audits;
 - held voting rights in an auditing firm;
 - been a member of an administrative management or supervisory body of an audit firm;
 - been a partner, employee, or otherwise contracted by an audit firm;
 - been an employee, member, director or officer of the FRC, any subsidiary company of the FRC, or any Recognised Supervisory Body.

Specific requirement for an Auditor member

Eligibility Criteria

We are looking for an individual with:

- significant experience as a former senior auditor (subject to the 3-year cooling off period detailed above);
- strong intellectual qualities and sound judgement with the ability to thoroughly grasp and analyse complex technical information;
- a deep understanding of the principles of fairness and proportionality and the importance of process;
- strong ethics aligned closely to the FRC's objective of creating a framework that encourages trustworthy behaviour by directors and professionals.

Specific requirement for a Lay member

No lay member shall be:

- A qualified lawyer; or
- Be a current or former auditor.

Eligibility criteria

We are looking for an individual who has:

- experience of being involved in administrative or tribunal decision-making;
- strong intellectual qualities with the ability to read, analyse and distil substantial volumes of information on complex technical matters;
- a good understanding of the structure and relevance of financial reporting;
- experience in contributing to constructive discussions within a multi-disciplinary group; and
- sound judgement and a strong interest in ensuring fairness and justice and reaching evidence-based, proportionate decisions.

Specific requirement for a Legal chair

Eligibility criteria

We are looking for an individual who is a:

- qualified lawyer with experience of practicing at a senior level in one or more of the following areas of law: regulatory law, corporate law, and public or commercial litigation; and
- has experience of adjudication, collaborative decision-making and of drafting regulatory decisions.
- strong intellectual qualities and sound judgement;
- the ability to thoroughly grasp and analyse complex technical information;
- experience in writing up reports/decisions on complex matters in a timely, succinct and logical manner, providing clear evidential reasons for their conclusions;
- independence of thought and interpersonal skills; and
- undisputed integrity and standing.

Terms of the Appointment

Fees and expenses

Enforcement Committees will be required to perform their functions on an ad hoc basis.

The daily fee for full day Committee meetings and training days is set out below.

- i. £681 for Members; and
- ii. £1,249 for Legal Chairs.

These fees are liable to taxation. Where a Member attends a half-day session, 50% of the daily fee can be claimed.

The hourly fee for preparation work on Enforcement Committee matters is set out below. This is based on a 6.5hr day.

- i. £104 for Members; and
- ii. £192 for Legal Chairs.

In addition, the reasonable expenses incurred in performing the duties of the appointment will be reimbursed in accordance with FRC policy. Panel members are asked to submit claim forms to the FRC detailing the number of hours completed and evidence of any expenses incurred. The majority of meetings are held remotely.

Members will be required to comply with the FRC's Code of Conduct and align themselves to the Regulators' Code.

Term of office

Members appointed to the Panel will be appointed for terms of up to 3 years. Subject to continuing eligibility, members may be considered by the People Committee for a further term.

Other terms and conditions

Members will receive an induction and will be expected to attend appropriate training. Attendance at training is paid based on the daily fee.

It is crucial that Enforcement Committee members should act, and be seen to be act, objectively and impartially. They should be free of any conflict of interest.

Enforcement Committee members are not permitted to participate in any decision regarding a person or entity which gives rise to a potential conflict.

Recruitment Process and how to apply

Applications should be received no later than **11 May 2026** and sent to recruitmentgl@frc.org.uk

A short **covering letter** of not more than two A4 sized pages explaining why this appointment interests you. Your application should provide written examples providing evidence that you can meet the requirements of the role. Please ensure your cover letter contains all the necessary information and avoid directing the Committee to your CV or social media profiles.

- Your current **CV** with educational and professional qualifications and full employment history, explaining any gaps in your employment history, highlighting relevant achievements in recent posts.
- The names of at least **two referees** who may be contacted at shortlist stage, i.e., before the final interview, describing in what capacity and over what period of time they have known you. Referees will not be contacted without your consent.
- Shortlisted candidates will be invited to attend an interview, and final appointments will be subject to the provision of two satisfactory professional references and People Committee approval.
- Final stage candidates may be asked to provide a confirmation from their professional body of their qualification and good standing in their profession.

Schedule	Date
Applications close	11 May 2026
Shortlisting	w/c 11 May 2026
Interviews	Between 18 May to 5 June 2026
People Committee approval	23 June 2026
Term of office begins	1 July 2026

Please email your application to recruitmentgl@frc.org.uk no later than **11 May 2026**



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