

Governing Council – Next Generation seat role description

June 2025

Young members represent the future of the Institution and the profession. RICS are therefore looking for an engaged and passionate member who is 30 or under (at the point of election) with strong leadership skills and motivation to serve on Governing Council. Your energy will help shape the Institution's strategy and vision and as a key member of Governing Council you will then support the delivery of that strategy. Working in partnership with RICS staff and Governing Council, the successful candidate will help RICS create confidence in markets and effect positive change in the built and natural environments, particularly for younger members.

It is anticipated that the Next Generation seat holder will, in addition to their role as a Governing Council member, be a source of innovation for the Institution, bringing fresh ideas and a different perspective to discussions.

We appreciate that our young members may have less professional and/or governance experience than those applying for other roles on General Council. It is our hope that this will not deter you from applying. It is much more important that you can demonstrate the potential and ambition to quickly develop these skills and expertise.

If appointed, we will ensure that you are supported and mentored to help you grow into the role.

At RICS we consider diversity to be strength. We welcome applications from suitably qualified members from all backgrounds.

The Role

- To be a visible ambassador on Governing Council for young members digitally, in writing and at conferences.
- To understand the strategic issues, trends and emerging changes that particularly impact young members.
- To use this insight to contribute to the formulation of strategy.
- To influence decision making through thought leadership and collaboration with others on Governing Council.
- To improve young member engagement across all our communities through the use of a range of media including digital.
- To encourage participation in all forms of RICS activities by helping create, and deliver, content that will appeal to young members.

- To support continuous improvement across RICS, looking for opportunities to liaise with the executive and broader membership e.g. by joining relevant working groups.
- Participate in, and at times lead, member, and in particular young member, engagement on key initiatives.
- Review data on trends and monitor threats and opportunities for the young member population.

Personal attributes

- Ability to express a clear opinion, to collaborate in a positive manner, and be visible in the market.
- A clear vision on what will benefit RICS most going forward, setting priorities accordingly.
- A sense for the strategic, political and international context.
- Ability to bring people together and motivate them.
- Self-confident, resilient, reflective, and self-critical.
- Ability to see the big picture, demonstrate leadership and focus on external matters
- Ability to communicate clearly and professionally.
- Commitment to diversity, equality and inclusivity

Skills and experience

Seat specific knowledge and insight

- Maintain an awareness and informed understanding of issues and emerging trends affecting or likely to affect young members and be prepared to communicate those matters to Governing Council colleagues.
- Work with RICS staff to identify and collect information and data on younger members, and to periodically/systematically gather input from young members.

Strategic capability

- Knowledge and experience of setting, or contributing to setting, strategy with demonstrable positive outcomes.
- Ability to understand strategic trends in our sector and in related sectors.
- Ability to exercise independent thought and to contribute to a vision and strategy to secure the future of the profession and the wider public interest.

Governance and oversight capability.

- Support Governing Council in monitoring, reviewing and where necessary challenging progress towards achieving RICS' strategy, thereby ensuring that RICS is well run and has a strategic vision which underpins its future.
- Contribute, and personally act, to deliver effective and high-quality governance through Governing Council in its debate, consideration of proposals and decision-making, including the manner of that decision-making.

Behaviours

- Respect, embrace, promote and exhibit the RICS core values of integrity, transparency, inclusion, collaboration, advocacy and passion, as set out in the RICS Values Statement.
- Recognise the potential of RICS and the profession, and commit the time, energy, ambition, enthusiasm and determination needed to help move RICS forward.
- Ability to listen and constructively probe, challenge and add value to the proposed strategic direction and relate it to operational requirements in their own area of expertise, acting as a 'critical friend'.
- Demonstrate integrity and accountability by upholding Governing Council decisions even where different from personal view.
- Ability to collaborate with colleagues, the executive, and all members of RICS staff in a collegiate manner.
- Demonstrate understanding of, and commitment to, equality, diversity and inclusivity.

It is expected that all members of Council:

- Understand that the role of a Governing Council member is not to represent any particular group, but to advance the value of RICS for the benefit of the public and the profession globally.
- Act in good faith in the way most likely to promote the success of RICS for the benefit of its members as a whole.
- Avoid a situation in which they have or could have a direct or indirect interest in any proposed or existing transaction or arrangement with RICS.
- Recognise that they have a fiduciary duty towards RICS and the profession.

Appointment terms

All seats are for a three year term and the term of office for successful candidates begins on 1 January 2026. There will be the possibility of standing for re-election at the end of the term subject to satisfying the eligibility criteria for candidates applicable at that time.

Time commitment

Governing Council members have to be prepared to commit approximately 20 days a year (excluding travel) to their role.

These commitments include:

- Attending all meetings of Governing Council. Annually, this will include two in-person meetings each held over two days in London, and four remote meetings each comprising two sessions of three hours duration held across two days.
- Participating in training and "deep dive" sessions held between meetings.
- Participating in discussions and decision-making outside of meetings.

- Participating in the annual evaluation process.
- Attending the Annual General Meeting.

Given the nature of the role, there is a need for a high level of ability at times to work flexibly from anywhere. Also, members of Council come from across the globe, therefore it is not possible to hold meetings that work in all members time-zones, and therefore some meetings may be held at unsociable hours for some members.

Remuneration

The elected roles on Governing Council are not remunerated, although all reasonable expenses will be reimbursed in line with the RICS Expenses Policy.