



Role Description & Person Specification

Chair, Standards Committee

Reporting to the RICS Standards and Regulation Board



Summary

RICS is the world's leading professional body for setting, upholding, and assuring standards in land, property, construction and infrastructure.

The Standards and Regulation Board (SRB) acts independently within RICS, with delegated authority from Governing Council to oversee professional standards and regulation worldwide.

The Standards Committee is a permanent sub-group of the Standards and Regulation Board (SRB). Operating in the public interest and in accordance with RICS' Charter, the Committee provides oversight and assurance for the development, approval, and implementation of high-quality, regulatable professional standards across the built environment sector. The Committee operates independently, ensuring standards are developed through robust, transparent, and evidence-based processes, while engaging stakeholders across industry, government, and society to ensure relevance and broader societal impact.

The Chair will lead the Standards Committee, ensure the integrity and effective governance of RICS' professional standards framework and provide strategic oversight and assurance to the Standards and Regulation Board (SRB). This role offers a unique opportunity to shape the future of professional standards in the built environment, uphold public confidence in the profession, and influence globally consistent, high-quality standards that support member professionalism and protect the public interest.



Purpose of the Standards Committee

In March 2025, the SRB agreed to establish a permanent Standards Committee (SC), following recommendations from the Professional Standards Steering Group (PSSG). The PSSG was formed in 2024 as a temporary advisory group to make recommendations to the SRB on governance framework arrangements for the approval of professional standards, to ensure that robust, transparent and evidence-based processes were in place, always keeping the public interest at the heart of its work. Its membership combined professional expertise (including an RICS member as Chair) with independent voices such as a consumer advocate, regulatory specialist, accountant, lawyer and economist, ensuring a breadth of perspectives.

To maintain continuity while the permanent Committee is established, a Transitional Standards Committee (TSC) has been operating under SRB delegation, chaired by Richard Waterhouse FRICS and drawing on the expertise of former PSSG members.

The Standards Committee will play a key role in strengthening the global framework for professional standards, ensuring they uphold public interest, promote and strengthen member professionalism, and support confidence in the built environment sector. Its core purposes are to:

Ensure Robust Standards Approval Processes:

provide oversight, assurance and challenge that standards are developed and maintained through robust, transparent and evidence-based processes; ensure they are high quality, regulatable, uphold the public interest, and promote member professionalism

Guide Standards Development:

offer timely advice on proposals for new or updated standards, consultation approaches, and the withdrawal of standards, ensuring decisions are evidence-based and defensible.

Safeguard Global Standards Provision:

assure the SRB that RICS has adequate and appropriate standards provision across regions and sectors, aligned with its single globally consistent system of regulation.

Chair, Standards Committee - Role Description

The Chair will play a pivotal role in upholding public confidence in the profession by ensuring that RICS' professional standards are robust, transparent, and globally relevant. They will work in close partnership with RICS' executive and expert staff operating within the delegated authority model, ensuring the Committee's advice and assurance are informed by sound technical input and aligned with the work of the Knowledge and Practice Committee.

The Chair must be a Chartered RICS Member and will be responsible for recruiting the Committee members in accordance with RICS' Global Appointments Model.

Key Role Responsibilities:

- **Lead the Committee's work programme** in line with the Terms of Reference, ensuring a forward plan with clear objectives, milestones, and an evidence-based approach to decisions.
- **Set tone and culture:** promote integrity, transparency, inclusivity, efficiency and accountability; foster open, respectful debate and constructive challenge.
- **Assure standards governance:** provide oversight, assurance and challenge of proposals for new/updated/withdrawn professional standards, consultation approaches, and final approvals; ensure decisions are regulatable and defensible.
- **Oversee advice on novel/contentious matters:** guide the Committee's early engagement with important, novel or contentious standards to anticipate risks and opportunities.
- **Enable effective meetings and decision-making: ensure quoracy:** manage conflicts; seek consensus; where votes are tied, exercise the casting vote; use electronic decision-making by exception between meetings when necessary.
- **Ensure high-quality reporting:** oversee accurate minutes within 15 working days; ensure timely summaries for the SRB; maintain clear audit trails of advice/decisions.
- **Oversee membership effectiveness:** support appointments in line with the Global Appointments Model; monitor performance and contributions; encourage CPD and skills refresh.
- **Champion diversity, equality, and inclusion:** ensure these principles are embedded in all aspects of recruitment, governance, and decision-making; ensure accessible, fair, and inclusive approaches to standards development.
- **Engage stakeholders:** represent the Committee and RICS at internal and external forums including quarterly SRB meetings, and with the Knowledge and Practice Committee (KPC) and Governing Council as required; promote trust and confidence in RICS professional standards; consider global perspectives and sector diversity; navigate complex organisational stakeholder dynamics and differing perspectives with tact and authority.
- **Work collaboratively with executive and expert staff:** Build strong, constructive relationships with the Professional Standards team, Regulatory Governance, and Knowledge and Practice teams, recognising the delegated authority model under which these staff operate. The Chair should ensure the Committee's advice, assurance and decisions are informed by the work of executive and technical experts, promoting mutual respect and shared accountability.
- **Maintain the interface with RICS' Knowledge and Practice Committee (KPC):** Ensure effective liaison and information flow between the Standards Committee and KPC, recognising their complementary roles in developing and maintaining professional standards in collaboration with RICS' expert Professional Practice staff.
- **Uphold governance and ethics:** ensure compliance with RICS' Global Conflicts of Interest Policy; maintain confidentiality of RICS data, research, consultations, and decisions until authorised for communication by the SRB.

Chair, Standards Committee - Eligibility Criteria

- Chartered RICS Member, in good standing.
- At the time of appointment, they must not hold a role on any RICS Governance Boards and Committees, Regional Boards, or Professional Group Panels (including the RICS Regulatory Tribunal).
- The Chair cannot hold any position that could present a conflict of interest with the work of the Standards Committee.
- The Chair must be independent of any organisations that could compromise their ability to act in the best interests of RICS, particularly those involved in delivering or influencing RICS' professional standards.

Any questions surrounding this can be directed to the external recruitment consultants who are facilitating this exercise, House Recruitment, at RICS@houserecruitment.co.uk.

Terms of Appointment

Remuneration:

This position is unremunerated, in line with RICS policy. The Chair will be eligible to claim reasonable travel and subsistence expenses in accordance with current RICS Policy. This role is not pensionable.

Term of Appointment:

The maximum term of an appointment will be three years, with the possibility of reappointment for a second term (up to six years in total). **The annual time commitment is anticipated to be approximately 25 days.**

Location:

The majority of meetings will be expected to take place virtually, with provision for one in-person meeting of the Committee per annum (usually in Birmingham or London, UK). Some international travel may be required.

Chair, Standards Committee - Person Specification

(against which candidates will be shortlisted)

Essential Criteria:

Leadership & Governance

- Experience chairing boards/committees/groups, providing oversight, assurance, and challenge within regulated or professional standards environments.
- Proven track record in overseeing complex transformation projects, ideally within regulated or multi-stakeholder environments.
- Demonstrated ability to lead the establishment of new groups or committees, including member recruitment, onboarding, and collaboration management.
- Understanding of the responsibilities of professional bodies and the critical role of setting robust entry standards to protect the public interest.

Standards Expertise

- Strong understanding of professional standards development (research, consultation, drafting, testing, approval), and what makes standards robust, transparent, regulatable and enforceable.

Stakeholder Engagement & Representation

- Proven experience of engaging with high-profile external stakeholders, including regulators, government bodies, and industry organisations
- Demonstrated ability to represent an organisation at senior governance forums (board meetings, council meetings, etc.)
- Skilled in navigating complex organisational dynamics, environments, and differing perspectives, building consensus whilst resolving potential resistance constructively.
- Able to inspire confidence and trust, acting as an effective ambassador for an organisation's standards, governance, and professional credentials
- Diplomatic yet firm leadership style capable of maintaining authority whilst building collaborative relationships

Strategic Judgement & Decision Making

- Ability to provide constructive challenge and foster strategic thinking to drive decision-making within governance settings
- Experience balancing diverse evidence and stakeholder perspectives whilst ensuring decisions are evidence-based, timely, defensible, and in the public interest.
- Skilled in conflict resolution and facilitating effective decision-making within complex governance structures

Values & Ethics

- Commitment to professional self-regulation, public interest mandates, and maintaining the highest standards of integrity and professionalism.
- Demonstrated commitment to equity, diversity, and inclusion, ensuring accessible, fair, and inclusive approaches to education and assessment.
- Ability to act impartially, maintaining objectivity and independence in decision-making.

Continued

Chair, Standards Committee - Person Specification

(against which candidates will be shortlisted)

Desirable Criteria:

- Experience of working within or alongside global organisations or governance frameworks with an international and multi-jurisdictional remit.
- Familiarity with quality assurance approaches for standards (e.g., evidence-based consultation, impact assessment, post-implementation review).
- Prior involvement in leading change and reform initiatives within a global professional body or similarly complex organisation.
- Sector understanding across the built environment and adjacent professions.
- Understanding of the complexities involved in setting professional standards and regulating across different jurisdictions.
- Experience managing relationships between regulatory oversight bodies, standard-setting functions, and professional membership organisations
- Track record of successfully challenging established practices while maintaining constructive and collaborative working relationships

The Application & Interview Process

Application:

Completed applications should be sent no later than 5pm (UK time) on Monday 17th November 2025 to RICS@houserecruitment.co.uk.

The application should consist of:

- **A supporting statement** (maximum two pages). An opportunity to outline how the requirements within the person specification are met, any desirable criteria and any additional information that may support your application.
- **An up-to-date CV**, detailing any relevant professional body membership (i.e., regulated profession membership status and number).
- **[Diversity and Inclusivity Monitoring Form](#)** – Form should be completed at the application stage only. It can be found via [this link](#) or in the confirmation email you'll receive once your application has been submitted.

The Interview:

Panel Interview - this will take place (via MS Teams) with the Appointment Panel on across two days, Wednesday 26th November and Thursday 27th November 2025. *(Subject to change, based on panel and candidate availability)*

Questions:

Any questions can be directed to our external recruitment partner, Michelle Paoloni at House Recruitment who is facilitating this exercise - RICS@houserecruitment.co.uk

