



# Red Tractor Assurance

## Chair of the Board required

**At a pivotal time for UK agriculture with the UK's departure from Europe, the uncertainties of future trade deals and the proposed Agriculture Bill, Red Tractor Assurance is seeking to appoint a new Chair to provide input and guidance to the leadership and direction of the company. The Chair is a key role within UK food & farming, it interacts with Government, customers, farmers & growers and all major food retailers and food service operators.**

Red Tractor Assurance was established in 2000 and has grown to become a world-leader in food chain assurance. It is the UK's biggest farm and food standards scheme, covering food safety, traceability, animal welfare and environmental protection. Red Tractor Assurance is a not for profit company, owned by the food chain from farm to fork.

A key objective for the Red Tractor team is to develop Red Tractor Assurance as the 'Flagship for British Food & Farming', using the high standards of British Agriculture, independent auditing and robust compliance as the core of the brand.

The successful candidate must understand the food supply chain and demonstrate how they can command the confidence of the companies and organisations within it. Having empathy and respect within the farming community and a knowledge of the workings of Government would be particular advantages. The role demands close working relationships with diverse stakeholders, however, the candidate must also demonstrate the ability to ensure sufficient detachment to be independent and driving standards within the industry.

The Chair will assist the directors and senior management team to develop strategic plans and policies for the company, consistent with the objectives set by the ownership body. The Chair will also chair the ownership body and board to ensure open and balanced discussion of issues enabling members of the ownership body and Board to make a full contribution to decisions about the organisations affairs whilst giving due consideration to the interest of all stakeholders of the Red Tractor business.

The Chair will understand corporate governance including risk management and financial control and have excellent experience of leading the development of strategy and policy.

There is a degree of flexibility in the role but in order to meet the demand of the business the Chair is expected to spend about 30 days a year on company business.

This is a part time appointment for an initial term of three years with the option, with the agreement of both parties, for a second term of three years. The rate at appointment will be £700 per day or £21,000 per annum, depending on skills and experience.

**Closing date for applications is Thursday 19<sup>th</sup> November. Please submit your CV and a cover letter detailing why you are suitable for the role, to [Catherine.Cooper@nfu.org.uk](mailto:Catherine.Cooper@nfu.org.uk). The NFU is managing the recruitment process for the Red Tractor Chair on behalf of the Ownership Body of Red Tractor Assurance. For a confidential discussion about the role please in the first instance contact Catherine Cooper, Head of HR at the NFU, via mobile or email;**

 07813 670329 or  [Catherine.cooper@nfu.org.uk](mailto:Catherine.cooper@nfu.org.uk)



# Information for Candidates

## Background

Assured Food Standards Ltd (AFS), which trades as “Red Tractor Assurance”, is an independent body owned by the UK food chain charged with managing and promoting assurance on behalf of the food industry. AFS develops standards, particularly for primary production and promotes their use through the food chain and to consumers using the Red Tractor mark. AFS was created in 2000 to bring together a number of independent sector schemes and has been constituted in its current form since 2003. In 2019 independent studies verified that Red Tractor is a world-leader amongst global food chain assurance schemes.

Red Tractor's technical standards embrace food safety, animal health & welfare, environmental protection and the traceability of the product through the supply chain. Regular independent inspections ensure conformance. The standards reflect the latest science, evidence and legislation and are designed to meet the evolving needs of UK shoppers and consumers. Stakeholders and independent experts from throughout the food chain contribute to their development and the scheme provides a single point of ‘due diligence,’ avoiding duplication of schemes and inspections. Farm standards cover six commodity sectors and participation is high with between 65% and 98% of UK production coming from assured holdings according to the commodity. Red Tractor also has standards for some activities post farm gate such as livestock transport and meat processing.

Launched in 2000, the Red Tractor logo is used to differentiate quality assured product and to promote confidence in Red Tractor assured food. It is a single cross-sector and multi-issue “kitemark” which complements and underpins the brands of manufacturers and retailers but avoiding the confusion of a plethora of competing logos and claims.

The logo is used widely in UK retail, branded and food service markets. More than 600 packers and businesses are licensed to use the logo which appears on about £14 billion worth of product every year.

It is the aim of the Ownership Body to develop Red Tractor from a kitemark into the ‘Flagship for British Food & Farming’, using the high standards of British Agriculture as the core of the brand.

AFS is a Company Limited by Guarantee which operates on a not for profit basis. It has a turnover of about £4.5 million pa with income derived principally from royalties from certified members and licence fees from packers using the logo.

## The Vacancy

The Company's Articles of Association allow Directors, including the Chair, to serve for a maximum of two 3-year terms of office.

## Overview of Role

At a pivotal time for UK agriculture with the UK's departure from Europe, the uncertainties of future trade deals and the proposed Agriculture Bill, the Chair will provide input and guidance to the leadership and direction of Red Tractor. The Chair should help enable the company to fulfil its remit as defined by the Ownership Body and in partnership with the Chief Executive, ensure the decisions of the Directors are acted upon and the company is managed in an effective manner.

The Chair will be independent and non-executive. However, given the nature of the organisation and the markets in which it operates, consistent engagement with and knowledge of the substance of the company's activities will be essential.

## Main Responsibilities

- Assist the directors and senior management team to develop strategic plans and policies for the company, consistent with the objectives set by the Ownership Body.
- Chair the Ownership Body and Board to:
  - Ensure open and balanced discussion of issues enabling members of the Ownership Body and Board to make a full contribution to decisions about the organisations affairs whilst giving due consideration to the interest of all stakeholders of the Red Tractor business.
  - Ensure the Ownership Body, the Board and its Committees are properly serviced by the executive and provided with the necessary information and data on which decisions are based.
- Chair the Nominations Committee, whose remit is to maintain an effective board of directors
- Attend meetings of other board committees as appropriate, namely the Nominations Committee, Audit & Finance and Remuneration,
- Ensure the company adopts proper standards of corporate governance including risk management and proper financial control.
- Jointly with the chief executive, senior management and directors, maintain and oversee engagement with key stakeholders to actively promote Red Tractor.
- Set and agree the business plan annual objectives and review the chief executive's performance against these.

## Person Specification

We are seeking an outstanding individual to become Chair of Red Tractor Assurance. The successful candidate will be able to command the confidence of a wide range of companies and organisations throughout the farming and food supply chain. This will require a detailed knowledge of the whole food chain but the successful candidate will need sufficient detachment to be seen as independent by all the major stakeholders of the company.

## Essential skills

The successful candidate will be able to demonstrate :

- A good knowledge of the food supply chain but with sufficient detachment to be seen as independent by all the major stakeholders of AFS.
  - A strong appreciation of the challenges and opportunities for the food and farming sector in a changing and uncertain market.
  - Experience of ensuring open and balanced discussion of issues at meetings with the provision of appropriate information and data.
  - Experience of corporate governance including risk management and financial control.
  - Experience of leading the development of strategy and policy.
  - Experience of maintaining and overseeing engagement and communication with key stakeholders (to actively represent the company and its aims).
  - Experience of agreeing objectives at Chief Executive level to reflect delivery of agreed activity and financial plan and to review performance.
  - Stature with experience and accountability at Board/Chair level.
  - Commercially minded and comfortable with dealing with issues around ensuring that the organisation's assurance standards develop to meet market requirements, whilst at the same time securing sustainable production.
- Experience of dealing with government, retailers & foodservice operators, representative bodies across the food supply chain and bodies representing consumer interests and reconciling their different interests.
  - Judgement across a broad spectrum of food issues and deal with complex issues with diplomacy and purpose.
  - First rate communication and interpersonal skills coupled with a strong negotiating and influencing capability across arrange of stakeholders.

## Terms of Appointment

The appointment will be for an initial term of three years with the option, with agreement of both parties, for a second term of three years.

There is a degree of flexibility in the role but in order to meet the demands of the business the Chair is expected to spend about 30 days a year on company business.

This is a part time appointment. The rate at appointment will be £700 per day or £21,000 per annum, depending on skills and experience.

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