

## Jersey Business Limited

### Brief for appointment of Independent Non-Executive Chair

#### Background

Jersey Business is an independent grant-funded company incorporated on 28 November 2011 following a policy decision by the Minister for Economic Development and the States of Jersey to integrate the activities of Jersey Enterprise's on-Island business support team and Jersey Business Venture. Today, Jersey Business reaches approximately 4,000 businesses out of the 8,500 registered business undertakings on the Island, reflecting our broad impact within the local economy. Our mission is to support leaders, organisations and sectors to grow, thereby contributing to the Island's economic sustainability.

Further information can be found in our Business Plans and our Annual Report:

[2026 Business Plan](#)

[2025 Business Plan](#)

[2024 Annual Report](#)



**OUR PURPOSE AND APPROACH**

## ABOUT JERSEY BUSINESS

Jersey Business (JB) provides independent, confidential advice and support to businesses in Jersey, across all sectors and throughout their lifecycle.

As Jersey's business support and development organisation, we play a leading role in creating a thriving and productive economy in which businesses across all sectors impact positively on their stakeholders and on the Island's long-term sustainability.

**OUR VISION**

A thriving and sustainable business community in Jersey.

**OUR VALUES**

**Respectful:** We value people as individuals.

**Empowering:** We share our expertise to help businesses achieve their goals.

**Authentic:** We are professional, independent and confidential.

**Collaborative:** We work as a team and love what we do.

**Honest:** We don't shy away from difficult conversations.

**OUR TEAM**

We average a team of 13 people with more than 350 years of combined expertise of owning, leading, managing, and supporting businesses across multiple sectors.

#### Jersey Business Limited Corporate Structure, Roles and Responsibilities

The structure of Jersey Business is such that it is owned by a 'Non-Charitable Purpose Trust' called the 'The Jersey Business Trust'. The objective of the Trust and its Trustees was to form a company called Jersey Business Limited whose purpose would be to provide business advisory and support services to on-Island businesses to promote the development of the economy in Jersey and to support the creation of employment opportunities.

The Company receives its funding from the Government of Jersey via a Grant from the Department for the Economy Department. On account of these financial arrangements, the Company is necessarily

subject to Partnership Agreements and Grant Assurance Statements that are compliant with the States of Jersey's Financial Directions.

The Company recognises the essential and close relationship with the States of Jersey both in the setting of its strategic objectives and to call on the States of Jersey for additional support. Notwithstanding its funding arrangements, the Company's is structured such that it is an independent body, and the Company's Governance is via an independent Board of Directors.

### **The Board's Responsibilities and Processes**

The Board is responsible to stakeholders for the overall management of the Company including setting the strategic direction of the Company and of its governance. The Board has put in place an organisation structure to ensure the efficient performance of its responsibilities.

The Board has reserved determination of the following matters to itself:

- Approval of the Company's overall strategy, plans and annual operating budget;
- Approval of the Company's annual financial statements and changes in the Company's accounting policies and practices;
- Approval of changes relating to the capital structure of the Company or its regulated status;
- Approval of major changes in the nature of business operations;
- Approval of material investments and divestments;
- Review of the adequacy of internal control systems, including those operated by independent service providers;
- Approval of the Company's risk appetite;
- To act as ambassadors and pro-active communicators for the Company; and
- Appointments to the Board and Executive and determination of terms of appointment.

### **Board Composition**

The Board comprises the Independent Non-Executive Chair, the CEO, and two additional Independent Non-Executives. A Board apprentice is sometimes included in our Board composition, providing learning and development opportunities.

- The Chair  
The Chair leads the Board in the determination of its strategy and in the achievement of its objectives. The Chair is responsible for organising the business of the Board, ensuring its effectiveness and setting its Agenda.

The Chair maintains direct links with the Company's key stakeholders and ensures that regular reports are circulated to the Board to enable the Independent Non-Executive Directors to remain aware of stakeholders' views. The Chair ensures with the co-operation of the CEO, that a programme of effective communications is available for stakeholders.

- Independent Non-Executive Directors  
A Director may be appointed by Ordinary Resolution of the Shareholders or by the Directors. All Independent Non-Executive Directors are provided with a Contract for Service and not a Contract of Employment.

A Non-Executive Director's appointment can be terminated, without compensation for loss of office, in accordance with their Appointment Letter and the Articles of Association. Under the Articles, a Director may be removed by Ordinary Resolution.

In addition to fulfilling their legal responsibilities as Directors, the Independent Non-Executive Directors are expected to bring independent judgment to bear on issues of strategy, operations, performance and standards of conduct. They are also expected to ensure high standards of financial probity on the part of the Company. As well as papers for Board meetings, Independent Non-Executive Directors receive accounts, reports and information which enable them to scrutinize the Company's performance against objectives.

Currently the Independent Non-Executive Directors are:

- Greg Layzell
- Donald Baladasan
- Jennifer Carnegie

In addition, Paul Murphy, Chief Executive, also sits on the board as an Executive Director.

Jersey Business Board Members are from a variety of local businesses and backgrounds and provide the overall coordination, direction and strategic priorities of Jersey Business. The Board requires people with a passion for both the Island and local Industry, with a wealth of experience of the industry at their fingertips including strategic matters.

### **The Vacancy – Independent Non-Executive (Chair)**

An Independent Non-Executive Director (INED) is sought to join the Board as Chair to replace the previous Chair Jennifer Carnegie following her lengthy and valuable tenure.

The INED's Responsibilities and Duties are:

1. As an INED the successful candidate will have the same general legal responsibilities to Jersey Business as any other director. The Board as a whole is collectively responsible for the success of the company. The Board's role is to:
  - a) Provide strategic leadership of Jersey Business Limited (JBL) within a framework of prudent and effective controls which enable the creation and development of enterprise in Jersey for the social and economic benefit of the island;
  - b) Set JBL's strategic aims, ensure that the necessary financial and human resources are in place for JBL to meet its objectives, and review management performance; and
  - c) Set JBL's values and standards and ensure that its obligations to its members and others are understood and met.
2. All directors must act in the way they consider, in good faith, would be most likely to promote the success of JBL for the benefit of local industry as a whole. In doing so, the INED must have regard (among other matters) to:
  - a) The likely consequences of any decision in the long term;

- b) The interests of JBL's employees;
- c) The need to foster JBL's business relationships locally;
- d) The desirability of JBL maintaining and promoting a reputation for high standards for itself and for Jersey's local industry;
- e) The need to act fairly as between clients of JBL;
- f) The financial resources available to the Company; and
- g) The long-term financial viability of the Company.

3. The INED shall also be required to:

- a) Constructively challenge and contribute to the development of strategy;
- b) Scrutinise the performance of management in meeting agreed goals and objectives and monitor the reporting of performance;
- c) Satisfy themselves that financial information is accurate and that financial controls and systems of risk management are robust and defensible;
- d) Be responsible for determining appropriate levels of remuneration of executive directors and have a key role in supporting the CEO with other senior management appointments and in succession planning;
- e) At all times comply with the Articles and Memorandum of Association of JBL;
- f) Abide by their statutory, fiduciary or common-law duties as a director of JBL;
- g) Diligently perform their duties and use their best endeavours to promote, protect, develop and extend the business of JBL;
- h) Immediately report their own wrongdoing or the wrongdoing or proposed wrongdoing of any employee or another director of JBL of which they become aware to the Chair.

### **Candidate Profile**

The Board is seeking candidates that meet the following criteria:

#### **a) Skills and Experience**

- A demonstrable record of successful leadership of an organisation and the ability to represent it effectively.
- Able to command credibility and confidence in the role.
- Experience and ability in chairing the development and delivery of a complex agenda.
- An unimpeachable track record within industry generally and ideally within Jersey.
- A strong overall understanding of the economy of Jersey is required at a strategic level,
- Ability to work constructively and credibly with Government of Jersey and regulatory bodies, fostering trusted and supportive relationships.
- A strong understanding of governance and best practices.
- Presentation, interpersonal and communication skills of the highest order with demonstrable experience of effectively communicating with audiences small and large and stakeholders.
- Strong financial acumen together with the ability to critically review JBL plans, budgets and expenses.
- A track record of building and managing relationships with senior industry, political and official stakeholders.
- Prior experience as a board member and/or experience of non-profit organisations.

## b) Personal Style and Behaviour

- A strong personal presence with evident leadership skills, commanding the respect of a wide range of stakeholders.
- The resilience and integrity to reach well balanced judgements in an impartial, objective and transparent manner.
- Financial acumen, comfortable dealing with detailed financial information, ideally supported by a financial or banking qualification
- Demonstrating the highest degree of honesty, probity and integrity.
- A high level of analytical ability combined with an ability to take a wide view on business matters including an understanding of the practical impact and implementation of decisions.
- Decisive, clear thinking and consistent.
- A thorough understanding of, and commitment to, the public interest.
- An appreciation of the importance of innovation, flexibility and enterprise in the local business community.
- Able to convey relevant experience and stature to the local community.
- Excellent communication skills, with the ability to convey complex issues to a range of audiences.

### Time commitments are varied but include:

- Spending around a day a month on Jersey Business activities which includes attending 4 board meetings a year.
- Attending ad hoc meetings as required.
- Attendance at the AGM.
- Attendance at some JBL events where requested by the Chief Executive.
- The Chair role may also be required for presentations to 3<sup>rd</sup> parties at ad hoc events (generally on Island) when requested by the executive.
- The Chair role would also require being available for consultation by the Chief Executive and available to Government officers and Ministers.

Overall it is anticipated that the INED will spend such time as is reasonably required in order to discharge their duties, although this would not normally exceed an average of 10 hours per month in any circumstances.

Applications must be submitted by: **Friday the 10<sup>th</sup> of April 2026**

Applicants should apply in writing to Paul Murphy, Chief Executive Officer  
[[Paul.Murphy@jerseybusiness.je](mailto:Paul.Murphy@jerseybusiness.je)] personally and in the strictest of confidence.