

ANNUAL REPORT OF THE NOMINATIONS AND SUCCESSION COMMITTEE 2025/26

Introduction

Welcome to the Annual Report of the Nominations and Succession Committee.

The purpose of the Committee is to make recommendations to the Board of Trustees for suitable candidates for election or appointment to positions on Boards and Committees. In doing so, the Committee aims to achieve diversity in the constitution of the Boards and Committees that govern the Institution, and to provide a robust and transparent process that is open and attractive to candidates. This report provides an insight into the work of the Committee during the session.

2026 Elections and Appointments

Overview

The IET operates an election process supported by an independent specialist provider of election services.

Elections are held in February/March following an appeal for members to make nominations for election to positions on the:

- Board of Trustees;
- Council;
- Communities Resourcing Committee

Candidates are also nominated by the Board of Trustees, with recommendations being made to the Board by the Nominations and Succession Committee.

The Committee reviews the lists of potential candidates for current and future positions, monitors nomination and election processes and also makes recommendations for honours and awards.

For the 2026 elections, there were 32 nominees in total.

- For election to the Board of Trustees four candidates were nominated by the Board and two candidates were nominated by the membership.
- For election to Council six candidates were nominated by the Board and 20 were nominated by the membership.

In addition to the six elected positions on Council, the Nominations and Succession Committee recommends three candidates for appointment to Council each year. Drawing from a pool of anonymised self-nominated candidates, the Committee takes into account the skills profiles of Council members, those of existing Main Board members and the skills needs of the Boards. The Committee follows a similar procedure in making recommendations to appoint members to fill casual vacancies on Council, when required. In 2026, 151 candidates applied to be considered for appointment to Council, a significant increase from previous years.

Attracting Candidates

Vacancies and details of the nominations process for those standing for election and those seeking appointment are advertised on the IET website and in E&T Magazine and *Member News*, as well as an email campaign to the Membership and posts on social media.

The Committee monitors the number of candidates which fluctuates from year to year, and aims for contested elections offering a balanced choice of candidates to the electorate.

Equity, Diversity and Inclusion

Equity, diversity and inclusion are central to the future strategy of the Institution. The Board of Trustees encourages a wide representation of member views in terms of gender, age, geographic and sector representation and other characteristics. Both the Board of Trustees and Council have a requirement for a proportion of positions to be filled by members under the age of 36 and candidates resident outside the UK, and the Committee reviews the demographics and skills needs relevant to all positions when making recommendations. Whilst not required by the Bye-laws, other Boards and Committees require similar representation through their Terms of Reference.

The Committee

The members of the Committee during the Session 2025/26 were:

Chair: Professor R A Cryan CBE DL FEng MBA DSc CEng FIET
Y M Akinola MBE HonFEng BEng MSc CEng FIET
K Deacon BEng MEng CEng FIET
Dr W D Drury MEng PhD CEng FIET
D W A East CBE FEng FRS MA MBA CEng FIET
M R Goudie MEng CEng FIET
Dr S Harrison FEng BSc PhD CEng FIET
S E Hubbard BEng IEng FIET
Dr G Katragadda BE MS PhD CEng FIET
Professor P M Needham FEng PhD CEng FIET
D E Ohlson MEng CEng FIET
Eur Ing Dr K Otiaba PhD CEng MIET
Dr S Pybus BSc MSc MBA DBA CEng FIET
M R Singhal MBE BEng MSc MBA CEng FIET

The Committee met on two occasions between 1 October 2025 and 30 September 2026.

Matters Discussed

The Committee discussed proposals for candidates to stand for election as Trustees and members of Council. It also discussed candidates for appointment as President, Deputy President and Honorary Treasurer and appointments to positions on the following Boards and Committees:

- Council;
- Equity, Diversity and Inclusion Board;
- Interim Knowledge Solutions and Membership Board;

- Volunteer Engagement Board;
- Audit and Risk Process Committee;
- Finance and Investment Committee;
- Nominations and Succession Committee;
- Policy Oversight Committee
- Remuneration Committee;

The Committee considered proposals for the election of Honorary Fellows in 2026.

The Committee made recommendations on all of the above to the Board of Trustees and these recommendations were subsequently approved by the Board of Trustees.

In addition to this annual activity, the Committee discussed the following topics during the Session:

- Call for Nominations
- Equity, Diversity and Inclusion
- Governance Structure Review
- Succession Planning
- Trustee Skills Survey

Table 1: Number of Candidates for Election to Boards and Committees

Board/Committee	Candidates 2023	Candidates 2024	Candidates 2025	Candidates 2026
Board of Trustees	8	5	6	6
Council	11	9	17	26
Communities Resourcing Committee	4	1	1	1
Total Vacancies	11	11	11	11
Total Candidates	23	15	24	33
Total Elected	11	11	11	11

Table 2: Summary of Voting in Ballots

Board/Committee	Eligible to Vote 2025	Voted 2025	Percentage Voted 2025	Eligible to Vote 2026	Voted 2026	Percentage Voted 2026
Board of Trustees	108,104	9,352	8.7%	109,943	7,195	6.5%
Council	149,959	10,397	6.9%	151,840	7,779	5.1%
Communities Resourcing Committee	N/A	N/A	N/A	N/A	N/A	N/A

Note: No ballot is held if the number of candidates is equal to or lower than the number of vacancies.

Table 3: Number of Candidates for Appointment to Council over time

Board/Committee	Candidates 2023	Candidates 2024	Candidates 2025	Candidates 2026
Council	12	16	73	151
Total Vacancies	4 (1 Casual)	3	4 (1 Casual)	3
Total Appointments	4	3	4	tbc