OUR BOARD

The PLSA Board makes sure that we can fulfil our mission to help everyone achieve a better income in retirement. It sets our strategy, allocates our resources, reviews our financial performance and monitors the effectiveness of our lobbying, events, training and membership products and services.

Board appointments and membership are set out in our Rules. As of October 2018, when a new Board structure was put in place, we have six non-executive directors (four PLSA members, including the Chair and the Policy Board Chair, and two independents) and two executive directors.

The Board meets four times a year. It has two committees: the Audit and Risk Management Committee and the Remuneration and Nominations Committee.

Emma Douglas
Legal and General Investment Management
Chair, PLSA Board

Emma is responsible for developing LGIM’s DC business and investment strategy. Emma joined LGIM in 2014 from Mercer where she was a partner and Head of Mercer Workplace Savings. Prior to that, she was Head of DC Sales at BlackRock and Head of DC Pensions at Threadneedle Investments, and has more than 20 years of experience in the investment management industry.

Emma graduated from Trinity College, Oxford, and holds an MBA from Manchester Business School via a Women in Management Scholarship from the Guardian. In addition to being Chair of the PLSA Board Emma is a Non-Executive Director of Smart Pension.

John Chilman
RPMI
Chair, PLSA Policy Board

John joined as CEO of RPMI, and an Executive Director of Railpen, in June 2019, having previously served for 12 years as a Director of the Railways
2019, having previously served for 12 years as a Director of the Railways Pension Scheme Trustee Company, and Chair for the last five years. John is also an Independent Trustee of the Nestlé UK Pension Fund.

John is a Chartered Accountant by qualification, and was previously Group Head of Pensions at National Grid. Prior to that John held senior financial, commercial and pension positions at a number of large companies, including PricewaterhouseCoopers, South Western Electricity, Shell, HBOS and FirstGroup.

Dave Coplin

Dave Coplin has over 25 years’ experience working with or for the world’s largest technology companies, most recently as Microsoft’s “Chief Envisioning Officer”, providing organisations and governments around the world with strategic advice and guidance that enables them to deliver lasting growth and market relevance through the adoption of transformational technology.

Dave is an established author on topics surrounding the future of work and our relationship with technology. His first book: “Business Reimagined”, provided a view of a new working environment based on collaborative and flexible working. His second book, “The Rise of the Humans” provides a further call to action, for both individuals and organisations to harness not hate the digital deluge, to rise up and take back control of the potential that technology offers our society.

Alongside his consulting and public speaking work, Dave is also an independent non-executive director for Mitchells and Butlers plc and Vianet Group plc, helping to deliver on their strategies for growth by providing strategic advice and guidance on the increasing relevance of digital technologies across their business operations.

Kate Hadley

Pensions and Lifetime Savings Association
Director of Events

Kate is responsible for all events and training services delivered by the PLSA. She has over 20 years experience of successfully leading on complex, high profile events for the financial services and healthcare sectors, both in the UK and overseas.

Alison Hatcher

HSBC
**HSBC Retirement Services**

Alison Hatcher has been Global Head of Corporate Sector in the Client Strategy team in London since 2015. Alison is responsible for understanding the needs of our corporate client, how to manage risk on their balance sheet and their pension schemes. Alison joined HSBC in 2011 and has been working in the industry since 2005.

Alison holds a BA Hons in Law & Business from Warwick University and a distinction in her MSc in Banking and International Finance from Cass Business School in UK. Alison is one of the Founders of Women in Pensions an industry group with representation from most pension schemes globally. She is part of the PLSA Diversity Advisory Board, Efama Pensions Standing Committee and MES PLSA Working Group.

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**Catherine May**  
**Non-executive director and leadership coach**

Catherine May is an INED for the PLSA, and Senior Independent Director of one of the UK’s water companies. A founder member of Chapter Zero, Catherine is passionate about the impact of sustainability good governance and inclusive talent development strategies in the most successful businesses. She founded her leadership coaching practice in 2015 and works with C suite individuals in many of the UK’s largest and most successful organisations to help them become outstanding leaders. In her earlier career Catherine served on the Executive Committees of RELX plc, Centrica plc and SABMiller plc.

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**Julian Mund**  
**Pensions and Lifetime Savings Association**  
**Chief Executive**

Julian joined the Pensions and Lifetime Savings Association as Commercial Services Director in 2013 and became Chief Executive in 2017.

Prior to this he worked at the Chartered Institute of Public Finance and Accountancy (CIPFA) for almost 16 years. He undertook a variety of roles such as the Managing Director of their commercial company and their Director of Operations. He led on business growth and strategic development across CIPFA’s commercial business as well as the delivery of their member services.

Julian worked on school policy at the Department for Education before joining CIPFA.
Nigel Peaple  
_Pensions and Lifetime Savings Association_  
**Director of Policy and Advocacy**

Nigel is responsible for all the association's policy work. Prior to PLSA, he was a Policy Fellow at the Department for Work & Pensions and before that Director of Policy at the Pensions Regulator. While at the Pensions Regulator he regularly represented the UK at the Board of the European Insurance and Occupational Pensions Authority (EIOPA).

Nigel has over 25 years’ experience of policy and public affairs roles across a range of government, EU and industry bodies, including the National Association of Pension Funds (NAPF) where he was Director of Policy, and the Association of British Insurers, where he was responsible for managing EU relations, implementing the first IORP Directive, and advising on matters related to the 2006 Pensions Commission. He was a founding Director of the Pensions Quality Mark. Nigel is a Governor of the Pensions Policy Institute.

Carol Young  
_Natwest Group_

Carol is Director of Reward & Employment at Natwest Group. She leads the teams responsible for Reward, Pensions, Benefits, core HR employment policies, Employment Law, Employee Relations, Industrial Relations, Business Acquisitions and Disposals and HR regulatory work. Within this sits the flexible benefits programme for over 60,000 colleagues and DB and DC pension arrangements for over 300,000 members (over £45bn liabilities) worldwide.

Carol’s career spans over 20 years across in house and consulting roles and includes a decade as an investment consultant. She has served as independent trustee on a number of boards, and is a trustee of the bank’s UK DC scheme. Carol is a CFA charterholder and has particular interest in financial wellbeing, effective engagement and governance.