



# Position Specification

**Channel Four Television Corporation**

Non-Executive Directors



## Channel Four Television Corporation

Channel 4 exists to create change through entertainment. Publicly owned but commercially funded, it delivers cultural, economic and social impact across the UK – at no cost to the taxpayer.

Altogether Different and free-to-air, Channel 4 is home to a best-in-class streaming service, six distinctive TV channels and a thriving audience on social platforms. Through Film4 Productions, Channel 4 invests in British filmmaking to huge critical acclaim – with its films achieving 43 Oscars and 97 BAFTAs to date.

In 2024, Channel 4 launched its Fast Forward strategy to accelerate its transformation into an agile, digital-first public service streamer by 2030. It generated revenues of £1.04 billion in 2024, including £306 million from digital advertising and £95 million from non-advertising sources.

### Statutory remit and obligations

Channel 4's primary purpose under the 2003 Communications Act is the fulfilment of its public service remit – the provision of a broad range of high quality and diverse programming that:

- demonstrates innovation, experiment and creativity
- appeals to the tastes and interests of a culturally diverse society;
- makes a significant contribution through educational programmes; and
- exhibits a distinctive character.

Under the Digital Economy Act 2010, Channel 4 also participates in:

- making and distributing high quality, relevant content that appeals to the tastes and interests of a culturally diverse society;
- making relevant news and current affairs content;
- commissioning content for older children and young adults;
- supporting the production and distribution of high-quality British films and feature films that reflect British culture; and
- broadcasting or distributing media content across electronic communications networks.

The Media Act 2024 places a duty to promote the sustainability of the channel – maintaining or increasing the activity needed to deliver its primary functions and securely meet the costs of doing so – and removed previous restrictions on Channel 4 producing programmes in-house.

In addition, Channel 4 must:

- promote measures intended to help people be well informed and motivated to participate in society;
- support the development of creative talent, particularly in film and at the start of their careers;
- support and stimulate well-informed debate on a wide range of issues, including by providing access to global perspectives and challenging established views;
- promote alternative views and new perspectives; and
- provide material intended to inspire people to make changes in their lives.

Channel 4's remit applies across all genres and services. It must also meet a set of quantitative licence obligations set and monitored by Ofcom – including for news and current affairs, original production, regional production, subtitling and audio description. Delivery of the remit is reported through the annual Statement of Media Content Policy, published in Channel 4's Annual Report and Accounts, which Ofcom assesses.

### Recent performance highlights:

New hits and returners helped Channel 4 achieve viewing growth across the board in 2025. Highlights include:

- More than half of Channel 4's viewing by 16-34-year-olds now comes via streaming – higher than its competitors;

- Channel 4 has the youngest profile of all UK commercial BVOD players;
- Virgin Island became Channel 4's biggest unscripted launch for 16-34-year-olds since modern records began;
- Patience became Channel 4's biggest drama since It's A Sin;
- Mitchell & Webb Are Not Helping became Channel 4's most successful comedy launch since Derry Girls;
- Channel 4 News was named RTS News Programme of the Year for the second year running;
- Film4 secured one Oscar and four BAFTA nominations in 2026, including for The Voice of Hind Rajab and H is for Hawk.

For further information about Channel 4, including its latest published Annual Report and Accounts (2025), please visit the Channel 4 website [here](#).

## The Role

Ofcom is seeking to appoint one to two Non-Executive Directors to the Channel Four Television Corporation. The Non-Executives will be commercially savvy creatives who can contribute across Channel 4's remit and bring independent judgement, challenge constructively, and help steer the organisation as it evolves in a rapidly changing content landscape.

The appointments will be made by Ofcom, subject to approval by the Secretary of State for Culture, Media and Sport (DCMS).

Channel 4 is governed by a unitary board which:

- provides entrepreneurial leadership within a framework of prudent and effective controls which enable risks to be assessed and managed;
- sets Channel 4's strategic aims and oversees their implementation;
- ensures that the necessary financial and human resources are in place for Channel 4 to meet its objectives and reviews the performance of its management;
- sets Channel 4's values and standards and ensures that its statutory and other obligations are understood and met.

The Board is also responsible for ensuring that the Corporation carries on its activities in the way that they have reasonable grounds to consider would be most likely to enable the Corporation, over the long term:

- a) to maintain or increase the amount of activity that is done in pursuance of their primary functions; and
- b) to be securely in a position to meet costs incurred in the carrying out of their primary functions.

The Board meets regularly. Meetings may take place in the Channel 4 National HQ in Leeds, as well as its offices in Bristol, London, Glasgow and Manchester.

The Board comprises the Chair, Deputy Chair and up to 13 other members (executive and non-executive). There are three Board Committees: Audit and Risk, Ethics and Remuneration.

The current Board is as follows. Biographies are available to view at: [Channel 4 Board | Channel 4](#).

### Non-executive Members:

- Geoff Cooper (Chair)
- Dawn Airey CBE (Deputy Chair)
- Tom Adeyoola
- Tess Alps
- Alex Burford
- Sebastian James
- Michael Lynton
- Andrew Miller
- Sarah Sands
- Debbie Woskrow OBE

**Executive Members:**

- Priya Dogra, CEO
- Ian Katz, Chief Content Officer
- Lucy Thomas, Chief Financial Officer

The appointments are part time. The time commitment is up to two days per month, with occasional additional days as required. Compensation for the role of Non-Executive Director is set at £22,177 per annum. Additional compensation will be provided for Chairing a Board Committee.

## Candidate Profile

We are seeking experienced and forward-thinking creative leaders to join the Channel 4 Board as Non-Executive Directors. The requirement is for individuals who have either started their careers in creative roles, originating content and have progressed into an executive position, or who have had a career in commercial management of creative industries but with deep involvement in the process of reviewing, greenlighting and launching content. This deep creative insight with executive level experience would have come from the media, entertainment, or digital content sectors.

The successful candidate will bring:

- A proven track record in shaping and delivering high impact creative strategies and content across television, digital media, production, or entertainment brands
- Executive or founder-level experience, with strong commercial acumen and the ability to guide strategic decision-making at Board level
- An understanding of audience engagement, brand building, and content innovation, informed by work in dynamic environments such as major media companies, production studios, creative agencies, or digital first businesses
- Insight into emerging media trends, creator led business models, and modern content ecosystems
- Experience managing or advising high growth creative organisations, and an appreciation of governance, corporate responsibility, and long-term value creation.

We are looking for imaginative, commercially savvy creatives who can contribute independent judgement, challenge constructively, and help steer the organisation as it evolves in a rapidly changing content landscape. Experience of AI in production or the broader TV context would be desirable.

**All candidates will demonstrate:**

- A mature, clear outlook and sound judgement
- Excellent interpersonal and communications skills
- Personal integrity of a high order
- A commitment to promoting diversity and inclusion. For Channel 4, this includes providing content that appeals to a culturally and regionally diverse audience and promoting geographical and regional diversity, underpinned by being headquartered in Leeds.

## The Selection and Recruitment Process

Russell Reynolds Associates has been appointed to support this recruitment.

The appointment to the Channel 4 Board will be made by Ofcom, subject to approval by the Secretary of State for Culture, Media and Sport (DCMS). The appointments will be for an initial period of three years. Though the appointment may be renewed at the end of this period, renewal should not be presumed or in any way regarded as automatic.

The Appointment Panel will be chaired by Tamara Ingram, the other Panel members will be Geoff Cooper, Cindy Butts and Sophie Tomkins. Finalist candidates may be required to meet with the Secretary of State.

### Timetable *(subject to change)*

<b>Closing date for applications</b>	22 July 2026
<i>Longlist Meeting (Appointment Panel only)</i>	August 2026
Preliminary discussions with RRA	September 2026
<i>Shortlist Meeting (Appointment Panel only)</i>	October 2026
Informal fireside conversations	w/c 26 October
<b>Final Panel Interviews</b>	3 and 9 November

Diversity in TV and the media is a top priority for Ofcom and Channel 4. Channel 4's vision is to build on its heritage as a trailblazer in diversity, with an emphasis on achieving greater inclusion; to be a beacon to the UK industry of what an inclusive, diverse and creative culture can look like. The organisation believes diverse teams allow for a more creative and productive environment and welcomes applications from qualified candidates of all backgrounds, including those with different ethnicities, ages, disabilities or long-term conditions, gender identities, sexual orientations, marital statuses, socio-economic status, working patterns and religious beliefs.

## Application Instructions

**The closing date for applications is 23:55 BST on Wednesday 22 July 2026.**

Please submit your full application by email to [responses@russellreynolds.com](mailto:responses@russellreynolds.com). Please quote the **role title** and assignment code **2605-064L** in the subject heading of the email. All applications will be acknowledged. All applications must include the following:

1. A **Curriculum Vitae** with your education, professional qualifications and full employment history.
2. An accompanying Supporting Letter (maximum 2 A4 pages) – setting out your suitability for the role and how you meet the criteria set out in the person specification.
3. **Diversity Information Form:** Please find the form available to complete [here](#)

This questionnaire invites candidates to share the following:

- **Diversity Monitoring data:** All applicants are invited to complete this information to assist Channel 4 with monitoring its recruitment processes. Data will only be reported in an anonymous and aggregate format and will not be seen by anyone assessing your application.
- **Declaration of Interests:** You will be invited to declare any significant interests including financial, employment, political or personal interests here.

### Disability Confident Scheme

As a Disability Confident employer, Ofcom guarantees to interview disabled applicants who meet the minimum selection criteria of the role as outlined in the job description. If you wish to be considered under this scheme please select this option available on the Diversity Information form above.

If you require an adjustment at any stage of the recruitment process, please email the team at [responses@russellreynolds.com](mailto:responses@russellreynolds.com). If you are unable to apply through the website or require the candidate application pack in an alternative format such as Braille, audio recording or BSL, this can be provided on request.