

NON-EXECUTIVE DIRECTOR

Commercial, Customer & Strategy

Help guide the island's energy transition. A rare opportunity to shape the long-term energy future of Alderney.

THE CONTEXT

Alderney Electricity Limited is at a pivotal point in its development. As the Island transitions towards a more sustainable and resilient energy system, the relationship between the utility and its customers will become increasingly important.

We are seeking to appoint a Non-Executive Director with strong commercial and customer strategy experience to support this next phase. This is a rare opportunity to shape the long-term energy future of Alderney. As a small island system, the decisions taken by AEL's Board have immediate and visible consequences for the Island's economy, environment, and community. The transition underway is both technically and commercially complex, requiring careful judgement, long-term thinking, and a willingness to engage with difficult trade-offs.

The Role

As a member of the Board, you will:

- Provide strategic input into tariff design, pricing structures, and long-term affordability
- Support the development of customer-focused energy strategies, including demand management and electrification
- Contribute to communication and engagement approaches during the energy transition
- Challenge and guide management on commercial strategy and customer impact
- Help ensure that AEL maintains trust and legitimacy as it evolves

Candidate Profile

We are looking for an individual with:

- Senior experience in commercial strategy, pricing, or customer engagement
- Experience in utilities, infrastructure, or other essential services (desirable)
- Strong understanding of how pricing influences behaviour and demand
- Experience navigating change in customer-facing environments
- Strategic mindset with the ability to balance commercial and social considerations



THE ISLAND

An island system where Board decisions have immediate, visible consequences.

Personal Attributes

- > Strong communication and influencing skills
- > Ability to see issues from both organisational and customer perspectives
- > Independent judgement and willingness to challenge constructively
- > High ethical standards and public interest mindset

Commitment

The role requires attendance at regular Board meetings in Alderney (typically quarterly), with additional involvement during key strategic periods. While the time commitment is modest, the responsibility and influence of the role are significant.

Remuneration

The role carries a remuneration of **£11,500 per annum**, plus reasonable travel and subsistence expenses where required.

RECRUITMENT

How to apply

A cover letter, of no more than **1000 words**, and a CV should be sent by email to manager@alderney-elec.com. Applications close at midnight on Sunday 31st May. The appointment will be announced at the AEL Annual General Meeting in July 2026, following a selection process in June.

CLOSES

Midnight, Sunday 31st May

SELECTION

June 2026

ANNOUNCED

AEL AGM, July 2026

 [Apply by Email](#)

VALUES & INCLUSION

A Board that reflects the Island it serves.

AEL operates with a strong sense of public responsibility, integrity, and long-term stewardship of the Island's infrastructure and resilience.

We are committed to equal opportunities and welcome applications from individuals of all backgrounds. We are seeking to build a Board that reflects a diverse range of perspectives and experience that reflects the needs and aspirations of the Island community we serve.



ALDERNEY

A community of around 2,000 people in the Channel Islands and an isolated grid – the perfect location for solar, wind, tidal and other renewable energy technologies.