

# David James Jackman

## Curriculum Vitae



D.o.B 8th June 1960

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*Pioneer of groundbreaking international approaches to regulation, corporate ethics, sustainable development and community inclusion; David currently maintains a balanced portfolio of practical, academic and public service roles.*

## **Current portfolio**

### **Cabinet Office/ Committee for Standards in Public Life (Nolan Committee)**

Author of *Values-led regulation* within the *Striking the Balance* report on ethics of regulators (2016)

### **International Standards Organisation (ISO) and British Standards (BSi)**

UK lead and principal author of ISO 37101:2016 and 37104 (due 2018) – *Sustainable Development in Communities*

Highly significant international framework for developing a new generation of sustainable, resilient and smart communities and cities  
Steering pilot 'City Club' for world cities' - China, US, Japan, India, Canada and EU.

Chair and author of pioneering UK standards for Sustainable Development (BS8900), Sustainable Communities (BS8904) and for various industry sectors

Commission for Sustainable London 2012 Olympics

International Standards Award Winner 2016

### **Author of textbooks**

Including:

*The Compliance Revolution*, Wiley 2015

*Corporate Maturity* Business Expert Press, US due 2018

Many other publications – see list in annex

### **Non-Executive Chair / Directorships**

- Co- Chair of largest independent free debt management company – Pay Plan Ltd - first commercial provider to be FCA authorized  
Chair of risk and remuneration committees
- Chair of largest UK independent General Insurance Compliance Network – ITC – currently expanding into consumer credit sector. Chair of risk.
- Non-executive director of pensions adviser – Profile Pension Ltd 2017

Previously NED at Hornbuckle (now Embark Group) 2010 – 2016 and Chair of Consumer Outcomes committee

## **Managing Director, The Ethical Space Ltd**

International high quality niche consultancy - focus on corporate maturity  
Includes solutions for embedding ethics, good governance and sustainability

Associate of new consultancy, Momentum Ltd. Compliance services  
Previously, Resources Global Professionals, US based consultancy, for 7 years

Founder of the Ethics Foundation and the Ethics Mark 2006  
Founder of the 21<sup>st</sup> Century Charter

## **Senior adviser; International Compliance Association (ICA)**

Lead tutor for regulator funded GRC and FCC Diploma programme in Singapore  
for 10 years, 2000+ professional students  
Chief Examiner - Masterclass programmes in UK, Singapore and Malaysia

Senior adviser for ICA on corporate ethics, and regular examiner and tutor  
Long-term contribution to developing and delivering the main, internationally  
recognized, programme of qualifications and training for compliance, risk and  
anti-financial crime professionals. Developed BSc programme

Currently working on new initiatives to provide compliance standards and  
training services for Africa and India

## **Visiting Fellow, Cambridge University Judge Business School**

## **Visiting lecturer at Edinburgh, Manchester BS, Leeds, London and IoD**

## **Visiting Professor and Director of the London Finance Academy 2004 - 6**

- Founded the London Financial Academy
- Thames Gateway in Canary Wharf
- First MSc programme in Financial Services Regulation

## **Previous roles**

### **2003 Chief Executive, Financial Services Skills Council**

Strategic initiative to draw together a government, regulatory and industry  
partnership. Provided the necessary credibility and inspiration to catalyse this  
showcase project, closely connecting cross-sector, high profile, government  
priorities. Secured £3m grants and achieved the awarding of the agency's  
development licence.

Possibly the only person at that time able to successfully engineer the transfer of  
key standard-setting responsibilities from the Financial Services Authority.

Developed widely supported strategic agenda. Worked closely with the Sector Skills Development Agency (SSDA) and regarded as 'their most incisive and productive CEO', offering real leadership and a fresh perspective.  
Chaired SSDA Ethics and Corporate Social Responsibility board

### **1998- 2003 Head of Training and Competence, Business Ethics and Industry Training, Financial Services Authority (FSA)**

Architect of the UK financial services Training and Competence regime, applying to many tens of thousands across the financial services industry and now adopted in many jurisdictions internationally.

Author of first principle-led secondary legislation

Extended regime to operations functions, mortgage and general insurance sectors and to professional bodies eg: accountants, lawyers and actuaries.

Chair of FSA's Training Advisory Panel.

First financial regulator to focus on corporate ethics, culture and 'good governance' and regulatory and corporate maturity

Launched first 'ethical framework for financial services', initiating approaches to regulation that underpinned Treating Customers Fairly (TCF), the Retail Distribution Review and the conduct-based style of regulation in many jurisdictions.

Chair of FSA's Business Ethics Panel and FSA's Business Ethics Adviser 2000-2002

Lead on CSR, and UK member of Social Performance Initiative 2001, Global Reporting Initiative.

Set up FSA's Industry Training department, delivering training to the industry through workshops, distance learning, CD and internet delivery.

Headed Training and Competence specialists in policy, technical and supervision teams. Conceived and launched the FSA Examination Review ('The Jackman Review') - a new single international qualifications framework for the financial services industry.

### **1994 -1997 Head of Training and Competence and staff training, IMRO (Investment Management Regulatory Organisation)**

Introduced sector's Training and Competence requirements as part of rebuilding self-regulatory organisation. Won critical support for a new initiative in a highly sceptical industry in the face of challenging industry groups. Widely recognised for delivering a balanced and effective approach, and developed as a 'centre of excellence' for other regulatory organisations.

Pioneered the first regulatory requirements in the UK for operations and administration activities, addressing serious and costly industry shortfalls.

Established first internal training department, with staff undertaking up to 22 days training per year with significant outcomes.

Achieved Investor in People (IIP) award

## **1992 – 1994 Head of Professional Education, Securities Institute (now CISI)**

Conceived a new institute to provide a professional focus for the securities, derivatives and corporate finance industry. Built support and established the education and qualifications programme. Recruited a significant proportion of institute membership. Designed and set up training company with wide range of products. Created new regulatory qualifications– including for the Law Society of England and Wales and Law Society of Scotland. This institute is now internationally recognised and successful as the Chartered Institute for Securities and Investments (CISI).

## **1990 – 1992 Head of Examinations, London Stock Exchange and Securities and Futures Authority SFA**

The London Stock Exchange Membership and Registration examinations were required for entry into regulated and senior roles within the City, both at a practitioner and partner level. Within this context, promoted training and new qualifications in the securities and derivatives sector, which provided the commercial and reputational platform for the successful formation of the Securities Institute.

### **Earlier career**

#### ***1984 -1989 Teaching***

Taught 11 - 18 in a leading innovative comprehensive school – excellent results in mixed ability and sixth form Geography. Introduced new teaching methods, new GCSE courses and assessments styles. Assisted running government pilots for pre-vocational education with close connections to industry needs.

#### **1981 – 1983 National Westminster Bank executive tier programme**

One of four graduates selected for the Executive-Tier fast-track programme. A pioneering programme to attract top quality graduates into clearing banks. Fast track experience in City and West End management and retail operations.

### **Education**

#### **1984 – 1985 Cambridge University, Queens' College, Department of Education**

Post Graduate Certificate in Education (PGCE), Double distinction - in both practice and theory - Specialising in education and industry links and methods of assessment  
Best graduate prize

## **1978 – 1981 Oxford University, Keble College**

MA, Geography Open Exhibition  
Urban Geography, Historical Geography, Ethics and Philosophy  
President of the Herbertson (Geography) Society

Also MA course in Urban Design at Bedford College, London University  
1983-84 (uncompleted)

## **1971 - 1978 King Edward VI School, Chelmsford**

11 O Levels, 4 A Levels, 1 S Level  
County Champion orienteering, D of E Gold Award

## **Personal details**

Married, with three children, living in the centre of The Lake District  
National Trust custodian, fell-walker  
Fellow of Royal Society of Arts, since 2002

## **Current and recent Community roles**

- Chair of Grasmere PCC
- Trustee of Armitage Museum
- Chair of Grasmere CIC
- Vice- Chair of School Governors
- Senior Adviser – Green 24 sustainability
- Co-Founder of the Twenty First Century Charter, launched in the House of Commons 2009
- Founder of the World Open Forum

## **Selected Publications**

In production: *Corporate Maturity* Business Expert Press, US due 2018  
*Meaningful Work* for Cambridge University Judge Business School  
*Sustainable, Resilient and Smart Cities ISO 37104*

Committee for Standards in Public Life (the Nolan Committee); *Striking the Balance* Paper on Ethics for Regulators and 'Values-led Regulation' Cabinet Office 2016

ISO 37101 *Sustainability for Communities* 2016: UK lead and co-author  
*Ethics in banking, corporate maturity and faith*, JISCC 2016

*The Compliance Revolution*, Wiley 2015  
*Sustainable Communities*, Geographical 2015  
*Outcome Changes Everything*, Journal of Business Compliance 2014  
Resources Governance Index – numerous publications and articles – including in the *Financial Times*, *Scottish Accountancy*, *Business Week* 2009-2014  
*Social values*, a leader in *The Independent* 22<sup>nd</sup> July 2013  
*Good Governance* – a handbook, ICA 2013  
*Guidance on Developing Sustainable Communities* BS8904 primary author 2012  
*How Green a Games?* Committee for a Sustainable London Olympic Games 2012  
*Ethics module RO1*, Chartered Insurance Institute 2011  
*Walker Review* 2010 – a contribution  
*Ethics is the New Frontier*, FS Review 2009  
*21<sup>st</sup> Century Charter* 2009  
*Handbook for Managing Sustainable Development*, BSi 2007  
LIBA Concept Paper 2006  
*Sustainable Development* BS8900 Chair and Primary author  
BS8901 co editor and ISO 22012  
*Does regulation make it worse?* 2004, Jnl of Financial Regulation and Compliance  
*Examination Framework* for Financial Services Skills Council 2003  
*Examination Framework for Retail Financial Services* 2002, FSA  
*An Examination Framework for Retail Financial Services* 2002, FSA  
*An Ethical Framework for Financial Services 2002*, DP 18, FSA  
*Examination Review*, FSA 2001  
*Why Comply?* Journal of Financial Regulation and Compliance 2001  
*Values-led Regulation*, in *Business Ethics*, Economist Books 2001  
*Policy Statement 60*, FSA 2000  
*Consultation Paper 60*, FSA 2000  
*Consultation Paper 34*, FSA 1999  
*Valuable People*, City and Inner London North Training Enterprise Council 1998  
*Training Handbook Supplement*, IMRO 1997  
*National Competency Framework for Investment Administration*, The Finance Sector Training and Education Forum, 1997  
*Training and Competence Strategy for Administrative Functions*, IMRO 1996  
*Professional Education*, Securities Institute 1992

## Journalism

BBC TV and Radio, numerous newspaper articles e.g. *The Independent*, *The Times*, *Financial Times*, *Money Marketing*, *Investment Week*, *Financial World*, *Securities and Investment Review* and regular columns in *InCompliance* and *Financial Adviser*.

Wide range of conference speeches and lectures in the UK and internationally