

Biographical Notes



**Karen Carlton MA, D Univ., CFCIPD
Independent Chair of Nominations Committee**

Karen was Scotland's first Commissioner for Public Appointments, a position from which she retired in May 2012.

Karen has extensive experience in the fields of non-executive director appointment and development through her work as

- the regulator of Scotland's public appointments process
- Chair of the Nominations and Remuneration Committee of the RZSS
- Chair of the Nominations Committee at the Chartered Insurance Institute
- a member of the BBC's Audience Council appointments panel until April 2017
- an independent chair of selection panels for non-executive directors.

Karen is Managing Partner of Carlton Edgar a consultancy advising on director-level development, board composition and governance. She is active in NED recruitment and development and is a coach for aspiring executive and non-executive directors.

Karen has held three non-executive positions, as a founding member of the Broadcast Equality and Training Regulator, as a Trustee of the Royal Zoological Society of Scotland, and as the Chair of the Nominations Committee at the Chartered Insurance Institute. She now advises boards on governance matters, including the procedures for appointing and developing non-executive directors.

Karen's was awarded an honorary doctorate by Edinburgh Napier University for her leadership work in the public and private sectors in Scotland.