Curriculum Vitae

Independent Trustee Services

Tegs Harding
Director

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Background

Tegs is a professional trustee at Independent Trustee Services Limited, working with schemes with assets between £100m and £1bn in a range of different sectors. She is a qualified actuary with over 15 years' experience in the finance industry, having previously worked in investment consulting, asset management and retail banking. This strong technical expertise enables her to provide independent, expert support and opinion on matters relating to funding and investment strategy.

In her previous role, she was a Strategist at Mercer, working with pension schemes to help them design a funding and investment strategy that best meets their objectives and delivers member benefits. As such she has a deep understanding of pension finance, risk, and investments as well as Trustee and Corporate governance.

Tegs naturally focuses on the big picture and her natural style is open and direct. She has a track record of being able to bring different stakeholders together to find solutions that work for everyone. Having been an investment consultant, Tegs has experience in all aspects of investment strategy and implementation including LDI, alternatives, and cashflow driven investment. She is experienced in coaching lay trustees on investment and funding issues.

Notable Client Achievements

- Worked with a scheme with a sponsor that is significantly impacted by Covid-19 to manage risk.
- Worked with schemes in surplus to act to secure benefits for members through risk management activities including buy-ins.
- Designing and implementing changes in investment strategy including LDI strategies, alternative investments and de-risking plans.
- Implementing an ESG policy for a £1bn DB scheme where ITS are Sole Trustee.
- Worked with trustees and employers to deliver the optimum outcome where the employer covenant is distressed, including designing and implementing contingency plans.

Professional Qualifications/Awards

Tegs is a Fellow of the Institute of Actuaries and has a first-class degree in Economics and Finance. She has specialised in risk management and is a qualified Chartered Enterprise Risk Actuary.

Areas of Expertise

- ✓ Risk transfer (buy in/buy out)
- ✓ Repairing/rebuilding trustee relationships
- ✓ Mentoring lay trustees Expertise in Investment Strategy
- ✓ Working to agree long term objectives
- ✓ Expertise with or moving to a Fiduciary and/or delegated investment model
- ✓ Provider review
- ✓ Integrating Environmental, Social and Corporate Governance (ESG) considerations into strategy
- ✓ Ongoing support to DB/Hybrid schemes
- ✓ Ongoing support to DC
- ✓ Difficult Valuation Exercises
- ✓ Scheme/sponsor under TPR investigation
- ✓ Working with a Challenging Covenant review
- ✓ Ongoing support to large and/or complex schemes