

## **Brian Barbour** Director

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### **Background**

Brian joined ITS in October 2021, having over 12 years' experience as a trustee of the Standard Life Staff Pension DB and DC schemes, combined with several years' experience as chair and vice-chair of the 350k-member NHS Pension Scheme in Scotland. He combines this with over 20 years' wider Financial Services experience in all aspects of Operational Risk Management and Customer Service Improvement programmes. Brian is an influential strategist and has significant experience in corporate transactions and de-risking such as closure of schemes to future accrual, member options, buy-ins, and experience of deficit reduction planning. He also chaired the Audit Committee of a large emergency services organisation for several years. Brian is a former Director of Information Security of a FTSE 100 company, leading work on disaster scenario planning and GDPR compliance. He understands the need to balance the requirements of different stakeholders.

As one of his areas of subject matter expertise, he has also led security reviews of third-party suppliers and sits on Pension Boards' Cyber Incident Response Teams. He has also sat as a non-executive "critical friend" on pension system improvement and procurement project boards. Brian is well respected by his peers and seen as a 'go to' person for guidance and support.

### **Notable Client Achievements**

- Instrumental in delivering improved member outcomes following scheme closure.
- Championed protection of member interests during deficit reduction planning.
- Appointed chair of Pension Board for 350k-member NHS Pension scheme in Scotland bringing stability and direction to the Board.
- Trustee lead on GDPR compliance programmes, pension systems improvement programmes and implementation and oversight of third-party service provision.
- Undertook strategic review of IT service resulting in improved service at lower cost.
- Strategic review of areas beyond expertise – e.g. Use of stop and search by Police Scotland. A highly sensitive review with intense public and media interest.
- Awarded most supportive colleague award from Lloyds Bank for teamwork and mentoring colleagues.

### **Professional Qualifications/Awards**

Brian is a member of PMI and currently undertaking certificate in trusteeship examinations.

### **Areas of Expertise**

- ✓ Chairing
- ✓ Mentoring lay trustees
- ✓ Risk transfer & reduction (buy in/buy out)
- ✓ Operational Risk Management
- ✓ Member communication
- ✓ Ongoing support to large and/or complex schemes including rationalising advisers
- ✓ Third-party adviser oversight
- ✓ New Scheme establishment
- ✓ Scheme Closures
- ✓ Scheme Wind up DB and/or DC/ or in surplus
- ✓ Digital Service transformation
- ✓ Cyber Security & Resilience
- ✓ Information Technology