

Mark Evans

Director

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Background

Mark is a fully Accredited Professional Trustee with over 25 years of experience. He is a proactive trust-based pensions expert and a natural collaborator. He has worked with numerous trustee boards and sponsors, helping them negotiate challenges from corporate restructuring to complex Defined Benefit (DB) funding negotiations.

His schemes range in size from £1billion+ to less than £20million, sponsored by a wide variety of organisations, from large multinational corporations (including overseas parents) and groups with multiple schemes with streamlined governance vehicles, to universities, charities and family-run businesses. With Defined Contribution (DC) pension and wider employee benefits experience, Mark is comfortable with a huge range of schemes and circumstances.

Some of the schemes Mark works with are, or have been, subject to Regulatory intervention. This typically results from covenant or funding concerns. Having advised sponsoring employers as well as trustee boards, Mark understands the perspective and needs of both. This experience, together with his strong communication and relationship building skills, is invaluable in building the trust necessary to achieve pragmatic but effective outcomes for all stakeholders.

Mark has experience of a variety of governance models including co-trustee, Chair roles, and transitioning to sole trustee. He understands the strengths and weaknesses in the different models and what is required to implement an effective transition.

Notable Client Achievements

- Completed a strategic review for a university scheme which had been impacted by COVID-19 and increased funding requirements for USS. The review looked at the situation holistically, including funding and investment strategy. It resulted in the scheme moving to a more stable position, protecting the funding level, and reduced both risk and ongoing costs.
- Transition from Chair of the trustees to a sole trustee model on a £600m hybrid scheme of a US sponsor in the technology sector. Having agreed the actuarial valuation and subsequently implemented a revised investment strategy Investments were re-risked as part of a strategy to target the agreed Long-Term Objective, with the sponsor underwriting the additional risk.
- The UK sponsor of another scheme, with a German parent, had been an unexpected beneficiary of the pandemic. The scheme was well-protected against interest, inflation, and equity risk. Mark worked with the UK business leaders to seize this opportunity, presenting a business case to the parent to achieve buy-out within a short but realistic timescale.

Professional Qualifications/Awards

Mark achieved the Award in Pension Trusteeship and is an Accredited Member of the Association of Professional Pension Trustees (AMAPPT).

Areas of Expertise

- ✓ Chairing
- ✓ Repairing/rebuilding trustee relationships
- ✓ Mentoring lay trustees
- ✓ Working to agree long term objectives
- ✓ Risk transfer (buy in/buy out)
- ✓ Difficult Valuation Exercises
- ✓ Sole Trusteeship
- ✓ Ongoing support to DB/Hybrid schemes
- ✓ Ongoing support to DC
- ✓ Ongoing support to large / complex schemes
- ✓ Expertise in Investment Strategy
- ✓ Scheme Closures