

**Baroness Stuart of Edgbaston
First Civil Service Commissioner
Civil Service Commission**

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Department for Energy Security and Net Zero

24 December 2025

Paid appointment with Madano Partnership Ltd: Application under the Business Appointment Rules from Professor Paul Monks CB, FRMetS, FRSC, FInstP, former Chief Scientific Adviser at the Department for Energy Security and Net Zero.

Thank you for submitting an application for advice under the Business Appointment Rules (the Rules) to the Civil Service Commission (the Commission) on behalf of **Professor Paul Monks CB, FRMetS, FRSC, FInstP**, formerly Chief Scientific Adviser at the Department for Energy Security and Net Zero (DESNZ). The application is for a part time, paid role as Advisor with Madano Partnership Ltd (Madano). Further detail on the content of the application is in the Annex. The Commission's advice is required as Professor Monks is a former civil servant at SCS Pay Band 3. His last day of service was 30 September 2025.

The purpose of the Rules is to protect the integrity of the government. They aim to avoid any reasonable concerns that: a civil servant may be influenced in their official duties by the risk of reward; a civil servant may improperly exploit access to information; and an organisation may gain an improper influence through the employment of a civil servant.

The Commission's advice¹ is that this application should be subject to the following conditions:

1. Privileged information – Professor Monks should not draw on (disclose or use for the benefit of himself or the persons or organisations to which this advice refers) any privileged information available to him from his time in office.
2. Lobbying – For two years from his last day in office, until 30 September 2027, Professor Monks should not become personally involved in lobbying the UK government or its arm's length bodies on behalf of Madano (including parent companies, subsidiaries, partners and clients). He should also not make use, directly or indirectly, of his contacts in the government and/or civil service to

¹ See [Advice under the Business Appointment Rules](#) for details applying to all advice issued by the Civil Service Commission.

influence policy, secure business/funding or otherwise unfairly advantage Madano (including parent companies, subsidiaries, partners and clients).

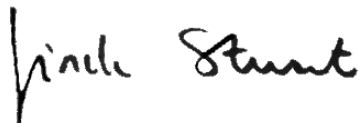
3. Bids and contracts – For two years from his last day in office, until 30 any policy or operational matter he had a material role in developing or determining, or where he had a material relationship with Madano or its clients, during his time as Chief Scientific Adviser at DESNZ. September 2027, Professor Monks must not provide advice to Madano on any bid or contract relating to the UK government or its arm's length bodies.
4. Limitation to the role – For two years from his last day in office, until 30 September 2027, Professor Monks is prevented from advising Madano or its clients on work regarding any policy or operational matter not yet in the public domain that he had a material role in developing or determining, or where he had a material relationship with Madano or its clients, during his time as Chief Scientific Adviser at DESNZ.

Professor Monks confirmed to the Commission his intention to fully comply with the conditions that apply to his role. Madano also confirmed its understanding of and adherence to the conditions that apply to Professor Monks' role as Advisor, and that he will not be involved in lobbying.

The Rules set out that civil servants must abide by the Commission's advice. It is Professor Monks' personal responsibility to manage the propriety of any appointment and to understand any other rules and regulations they may be subject to in parallel with the Commission's advice.

Professor Monks must seek advice if he proposes to extend or otherwise change his role with the organisation. Once this appointment has been publicly announced or taken up, the letter will be published on the Civil Service Commission's website.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Gisela Stuart'.

Gisela Stuart

First Civil Service Commissioner

Annex A: The application

Applicant assessment

1. According to its website, Madano is a London-based communications consultancy and subsidiary of Avenir Global Ltd, a Montreal-based holding and management company. Madano has a specific focus on net-zero transition (NZE) and healthcare, and operates across areas including corporate and brand communications, government affairs and media relations.
2. Madano is a registered consultant lobbyist². A key component of its portfolio is work with Hydrogen UK, which it supported to launch and with which it continues to develop campaigns to secure hydrogen's role in the net-zero future. In 2019, Madano organised the UK Hydrogen Investment Forum. This event was attended by government officials including the then-Secretary of State for the Department for Business, Energy and Industrial Strategy (BEIS), predecessor body of the Department of Energy Security and Net Zero (DESNZ).
3. As Advisor, Professor Monks stated his roles and responsibilities at Madano would involve:
 - Providing high-level strategic and technical advice to Madano's clients on sustainability, NZE, energy policy, and innovation.
 - Hosting Madano's events with key stakeholders.
 - Collaborating with the NZE practice and marketing team on authored content, commentary or media opportunities to strengthen Madano's profile in the energy transition and innovation sectors.
 - Participating in selective business-development meetings or introductions where his profile and network add value.
 - Advising the leadership team on policy and market trends influencing the UK's net-zero and industrial strategy landscape.
 - Providing periodic input into the NZE practice strategy and future capability development.
4. Professor Monks stated he was personally approached by Madano for this role.
5. Professor Monks stated his role will not involve contact with government. He stated his role will involve advising companies on how to approach government,

² Consult Lobbyist Registration:
https://orcl.my.site.com/CLR_Client_Profile?Id=a084J00000F4gKYQAZ

though he will not be personally involved nor representing the interests of Madano or its clients to government.

6. Professor Monks stated that he was not involved in decisions specific to Madano during his time in service, nor was he privy to sensitive information that may provide an unfair advantage to the company. He stated that, as a university academic, he had extensive contact with the research and development sectors in which Madano operates.
7. Professor Monks noted that much of his relevant experience for this position predates his most recent Civil Service role. This includes posts as:
 - Pro-Vice Chancellor and Head of the College of Science and Engineering at the University of Leicester (where he remains a Professor in Atmospheric Chemistry and Earth Observation Science).
 - Chair of the Defra Air Quality Expert Group and Deputy Chair of the Defra Science Advisory Council, alongside roles in the UK Research and Investment-Natural Environment Research Council advice structures.
 - European Representative on the Environmental Pollution and Atmospheric Chemistry Scientific Steering Committee of the World Meteorological Organisation.
 - European Representative on the International Commission on Atmospheric Chemistry and Global Pollution.
8. As Chief Scientific Advisor at DESNZ, Professor Monks was responsible for providing scientific and engineering evidence to inform strategic decision-making, as well as providing strategic oversight and assurance of the department's science and engineering capabilities. This included leading and engaging on relevant national and international science and engineering issues.
9. As Chief Scientific Adviser at DESNZ, Professor Monks' work on hydrogen and net-zero issues included:
 - Serving as a government member on the Hydrogen Delivery Council throughout his tenure. This has included focus on hydrogen's role in the UK's energy transition, specifically updating progress on the Hydrogen to Power (H2P) business model and infrastructure development.³
 - Co-Chair of the Clean Power Science and Technology Panel which aims to ensure that the mission to deliver clean power by 2030 and accelerate

³ Hydrogen Delivery Council (March 2025)
<https://assets.publishing.service.gov.uk/media/68011ef7e16c376084e7c722/hydrogen-delivery-council-15th-meeting-26-march-2025-summary.pdf>

the journey to net zero is underpinned by the best available scientific and technological advice.⁴

- Advising on the Clean Energy Superpower Mission (published in October 2025)⁵, which focussed on delivering clean power by 2030 and accelerating the transition to net zero by 2050 by strategically directing: Research & Development across sectors, technologies, system-wide challenges.

Correspondence with Madano

10. Madano confirmed its understanding of, and adherence to the Commission's advice and the conditions imposed on Professor Monks' appointment and that his role will not involve lobbying the UK Government.

Departmental assessment

11. DESNZ confirmed Professor Monks was not involved in decisions specific to Madano or its parent company, Avenir Global, during his time in post. The department noted his only official contact with the company was attendance at a single stakeholder event, which did not result in any further engagement or decisions.
12. DESNZ does not consider Professor Monks to possess sensitive information or any knowledge of unannounced or impending changes in government policy that may provide an unfair advantage to Madano.
13. DESNZ did not express any concerns with the appointment and recommended the standard conditions.
14. Separately, DESNZ noted that while Professor Monks does not currently anticipate any dealings with government, his activities may be subject to the department's ongoing monitoring and he must notify them if his role changes.

CSC's analysis

15. *Risk of reward.* Whilst Madano has contracts with DESNZ, the department confirmed Professor Monks was not involved in any decisions specific to the

⁴ Clean Power Science and Technology Panel: <https://www.gov.uk/government/news/expert-panel-to-put-science-and-tech-at-the-heart-of-clean-power#:~:text=To%20give%20our%20mission%20the,Secretary%20and%20the%20wider%20department>

⁵ Clean Energy Superpower Mission (Research and Analysis Document) <https://www.gov.uk/government/publications/clean-energy-superpower-mission-areas-of-research-interest/clean-energy-superpower-mission-areas-of-research-interest>

organisation or its parent company, commercial or otherwise. His sole interaction with the company whilst in post resulted in no further action. The risk of reward for decisions or actions taken in office is likely to be low.

16. *Access to information.* Professor Monks' former role involved defining research and development priorities for the UK's clean energy and net zero approach. This included his membership of the Hydrogen Delivery Council throughout his tenure, his role on the Clean Power Science and Technology Panel and advisory role for the Clean Energy Superpower Mission. While this would have provided access to a wide range of strategic information, DESNZ confirmed he did not possess specific commercially sensitive information or detail on unannounced policy changes that could offer an unfair advantage. Consequently, the risk related to his access to information is considered limited. Any remaining risk is appropriately mitigated by the privileged information ban as part of the standard conditions.
17. *Improper influence.* There are risks associated with a former senior civil servant joining an organisation that has existing relationships across government as a lobbyist and may seek to further expand its influence. Professor Monks stated that his role will not involve contact with, or lobbying of, government. Professor Monks and Madano confirmed to the Commission their intention to fully comply with the lobbying ban that applies to him.
18. *Unknown clients.* The Commission considered that there are risks associated with the unknown, ad-hoc nature of Madano's clients. The Commission recognised the department's view that he is not privy to sensitive information specific to the company that may present an unfair advantage. However, a risk may arise depending on the specific client work he undertakes. A condition is applied to mitigate any remaining risk, preventing him from advising Madano or its clients on work regarding any policy or operational matter he had a material role in developing or determining, or where he had a material relationship with Madano or its clients, while Chief Scientific Advisor at DESNZ. Madano confirmed to the Commission their intention for Professor Monks' role to fully comply with this condition.