

Outsourced Pensions Management

Experienced pensions professionals providing strategic leadership, operational expertise and continuity for your pension arrangements.

The Pensions Manager plays a critical role in ensuring the effective management and governance of pension arrangements. However, increasing cost pressures, growing governance expectations and the challenge of recruiting experienced pensions professionals mean many organisations are looking for a more flexible solution.

Independent Governance Group (IGG) provides outsourced pensions management services through an independent and highly experienced team of specialists. Whether you require interim cover, additional resource or a fully outsourced solution, we provide the right individual - backed by the right team - to meet your organisation's needs. Our support is agile, scalable and tailored to your organisation, helping you manage pension arrangements and wider employee benefits with confidence.

Choose the level of support that's right for your organisation



Interim Support

Experienced pensions management resource during periods of change, absence or increased activity.



Co-sourced Support

Working alongside your existing pensions, HR or governance team to provide additional expertise, capacity and continuity.



Fully Outsourced

Providing a complete outsourced pensions management service tailored to your organisation.

Every appointment is supported by the wider expertise of Independent Governance Group, providing access to specialist knowledge whenever it's needed.

Why outsource your pensions management?

When does outsourced support add the most value?

Our services are particularly valuable where organisations:

- Are recruiting for a permanent Pensions Manager
- Require interim cover during absence or organisational change
- Need additional resource for strategic projects
- Require a more robust governance framework
- Require specialist expertise for complex initiatives
- Want greater resilience and continuity across their pensions function

Typical assignments of an outsourced Pensions Manager

We support organisations in a wide range of situations, including:

- Maternity, paternity or extended leave cover
- Recruitment gaps or unexpected departures
- Business restructures and organisational changes
- Strategic pensions projects
- Governance improvement programmes
- Pension risk transfer projects
- Additional resource during busy periods
- Wider employee benefits or compliance projects

Recruit vs outsource

Recruit a Pensions Manager	Outsource to IGG
Lengthy recruitment process	Immediate access to experienced pensions professionals
Reliance on one individual	Reduced key man risk as backed by wider team of specialists
Recruitment fees and employment costs	No recruitment costs
Knowledge lost if someone leaves	Continuity throughout the engagement
Fixed resource	Flexible, scalable support

How IGG helps deliver effective pensions management

Outsourcing your pensions management is only as effective as the organisation behind it. Our outsourced service combines deep technical expertise with practical commercial experience, bringing together specialists from across pensions management, professional trusteeship, governance, project management and communications. This breadth of capability enables us to respond quickly, challenge constructively and provide the right expertise whenever your organisation needs it.

Whether we're providing interim cover, supporting a complex strategic project or acting as your fully outsourced Pensions Manager, our focus is always the same: delivering practical, independent support that strengthens governance, improves resilience and helps organisations achieve better outcomes.

Client success story

Challenge

The client required immediate interim pensions management support while recruiting a new in-house Benefits Manager and covering a period of maternity leave. Continuity was needed across both DB and DC arrangements, with governance and regulatory activity continuing without disruption.

Solution

IGG provided an experienced Senior Associate with both DB and DC expertise, supported by a Trustee Director, ensuring immediate integration, seamless business-as-usual support and progression of key governance workstreams throughout the interim period.

Outcome

- ✓ Business-as-usual pensions management maintained without disruption.
- ✓ Governance and regulatory priorities progressed throughout the engagement.
- ✓ Smooth transition to the incoming in-house Benefits Manager.



"[IGG] were responsive, trusted, and effective throughout the assignment, making excellent use of IGG's wider expertise where needed, particularly on complex pensions matters"

Head of Pensions

Multinational organisation

The scale behind our expertise

500+

Appointments

140+

Secretarial,
governance
and other
appointments

70+

Combined years
of pensions
management
experience

£298bn+

Assets Under
Management

Why Independent Governance Group?

Independent Governance Group (IGG) is one of the UK's leading providers of professional pensions trusteeship, governance and communication services.



People

We have one of the largest and most experienced teams in professional trusteeship. Our dedicated team of 200+ professionals, with diverse backgrounds and specialist expertise, delivers high-quality outcomes with integrity, professionalism and efficiency.



Excellence

Pensions governance is complex and constantly evolving. We invest heavily in training and knowledge-sharing to stay ahead of regulatory, technical and market developments, enabling us to deliver innovative, practical solutions aligned to our clients' objectives.



Partnership

We act in the best interests of the scheme, its members and the sponsoring employer. Our approach is commercial, collaborative and outcome-focused, ensuring decisions are balanced, well-judged and deliverable.



Independence

We bring independence of thought to everything we do and work with the best advisers for any role or project. This approach allows us to recommend the most appropriate expertise for each task and deliver genuine value. Clients also benefit from our constructive relationships with key bodies such as The Pensions Regulator and the Pension Protection Fund.



Value

Our broad, multi-layered team ensures work is carried out by the right people at the right level. Streamlined governance processes and clear accountability reduce duplication, improve decisionmaking and deliver meaningful cost efficiencies.



We'd be delighted to discuss how our outsourced pensions management services can support your organisation. Please reach out to our key contact:

Clare Kember

Trustee Director | Head of Outsourced Governance

clare.kember@weareigg.com