CDOPPORTUNITIES BULLETIN

PERMANENT, INTERIM AND NON EXECUTIVE VACANCIES

17 November 2025 No.835





Trustee

London | £6,088 pa

Affinity Trust is a national charity supporting children, young people and adults with learning disabilities, autism, mental health, or behavioural needs to live fulfilling lives.

Over the past 30 years, we have grown to support nearly 1,000 people across England and Scotland. With just under 2,500 dedicated colleagues, we are a large, value-driven organisation with a clear sense of purpose and a strong reputation for quality and support.

We are now entering an important new phase of growth, and we see improving access to housing for those we support as a key part of our direction. We are therefore seeking a new Trustee who will help us navigate this journey – someone who brings significant strategic and commercial expertise to support discussions at the Board around our approach to homes and properties in the coming years. You will be able to contribute insight on how we can balance commercial decision-making with our charitable purpose, and help us strengthen our approach to partnership development, investment, and risk.

You will be well networked across the sector, and you have a well-developed commercial sense, acknowledging that while we operate very much as a charity, we obtain most of our funding through competitive contracts.

We are seeking an accomplished senior leader ideally with experience in, or strong connections to, the housing or property sectors—to bring strategic insight and commercial acumen to a progressive and ambitious charity. This is an exciting opportunity to contribute to an organisation that combines social purpose with a strong commercial mindset. While previous Board experience is not essential, empathy for our mission, a proactive approach, and an ambitious outlook are vital.

As a member of our Board, you will play a key role in shaping strategy across a range of housing-related priorities—from securing and managing grant funding to guiding commercial decision-making, developing strategic partnerships, and strengthening relationships with Registered Providers (RPs). If you are ready to apply your expertise to help a commercially minded charity achieve meaningful and lasting impact, we would be delighted to hear from you.

Affinity Trust is committed to promoting diversity and inclusion and taking action to address inequality. We particularly welcome applications from anyone who is from a black, Asian or minority ethnic background, anyone who considers themselves to have a disability and members of the LGBTQ+ community.

Download a recruitment pack at:

www.campbelltickell.com/jobs

Contact Hayley Sheldon at Campbell Tickell to arrange a conversation:

Hayley.sheldon@campbelltickell.com | 07931 432070

Closes: Friday, 5th December 2025 at 9am









Chief Executive

£160k pa | Cardiff

Connecting people, partners, and communities, and helping them thrive

Hafod Housing Association Ltd (Hafod) is a leading provider of housing, care, and support in south Wales. Founded in 1968, they have grown from modest beginnings into a major not-for-profit organisation with c. 6,200 homes, delivering service that make a real difference to people's lives and communities across South Wales. Throughout their growth they remain committed in their founding purpose to provide quality, affordable homes, essential care and associated support that empowers people to live independently and thrive in their communities and choices

Working across eight local authority areas, Hafod supports more than 16,000 people each year, employs over 1,200 colleagues, and has an annual turnover exceeding £80 million. As a mission-led, values-based, not-for-profit organisation, Hafod is focused on delivering its vision by building communities and making connections. They provide a range of high-quality, affordable homes and offer support for

people to maintain their tenancies independence and well-being for as long as possible, including through advanced supported accommodation, residential care or pursing homes.

Hafod's work goes beyond housing and care, they seek to create lasting social value by connecting people and partners, promoting independence, and responding to the evolving needs of the communities they serve. They believe in collaboration and innovation, embracing new ideas and technologies to offer a meaningful difference in people's lives.

They are now excited to be seeking a new Chief Executive to lead the organisation into its next exciting chapter, building on the proud history while shaping future direction and impact. You will either be an established Chief Executive or an ambitious senior leader with a wealth of experience, ready to take the next step, bringing strategic vision to help us chart our future course and deliver on our ambitions. You will be able to demonstrate proven ability to

lead through influence, inspire confidence, and engage effectively with residents, colleagues, and stakeholders.

Hafod's new Chief Executive will find that they already have much to celebrate with strong foundations and a dedicated team You will be excited to harness this strength, bringing energy, innovation, and compassion to shape the next stage of Hafod's evolution and deepen their impact across South Wales.

If you share our passion for housing, care, and community, and are motivated by the opportunity to lead an organisation with genuine social impact, we would love to hear from you.

Contact Kelly Shaw at Kelly.Shaw@campbelltickell.com to arrange a conversation

You can download a job pack at www.campbelltickell.com/jobs/

Closing date | Monday, 1st December at 9am

URGENT INTERIM

Interim Director of Finance

Industry: Social Housing Location: United Kingdom

Working Pattern: Part-time/Full-time *2 days per week on-site

Day Rate: Competitive - we are open to discussing rates commensurate with experience

Duration: 3-6 months

Start Date: As soon as possible

Closing Date: Wednesday 19th November 2025 at 12pm

Campbell Tickell is working with a medium-sized housing association who are seeking an Interim Director of Finance. This is a fantastic opportunity for an experienced finance leader to make a real impact on a vital organisation.

Key Responsibilities but not limited to:

- Provide strategic leadership and operational management of the finance function, ensuring effective delivery of all financial services and processes
- Oversee the preparation, monitoring and reporting of budgets, ensuring sound financial planning, control and sustainability
- · Lead, support and develop a small finance team, fostering a culture of accuracy, efficiency and continuous improvement
- Provide financial oversight and guidance in relation to rent accounting, tenancy management and wider housing-related financial activities

Essential and Desirable Requirements:

- Substantial experience in a senior finance leadership role, ideally within a housing association, local authority or a similar regulated environment
- · Proven track record in financial strategy development, budget setting, and financial performance management
- Demonstrable experience in leading and developing finance teams to deliver high-quality, customer-focused financial services
- Experience in managing finance system upgrades or migrations, with strong systems and process improvement skills

To apply for this role, please submit your CV to interim@campbelltickell.com quoting Interim Director of Finance in the subject line by Wednesday 19th November 2025 at 12pm.

URGENT INTERIM

Volunteer Director of Research - Fair Game

Type: Volunteer Location: Remote

Working Pattern: 5-10 hours per week

Reports to: Chief Executive Officer/ Chief of Staff

Campbell Tickell have partnered with Fair Game, to assist them in their search for a Voluntary Director of Research to support them as they grow as an organisation.

Fair Game were established to promote fairness and integrity across a number of key aspects across the national game, and has been at the forefront of efforts to improve football governance. Their work is frequently cited in parliament and has directly influenced government policy and led to real long-term change; with our own Greg Campbell co-writing their Governance code.

What they're looking for:

Essential:

- Proven experience managing or delivering research projects
- Strong project management and coordination skills
- Excellent analytical and written communication abilities
- Confidence working independently in a virtual, fast-paced environment
- A genuine passion for football and for driving positive change

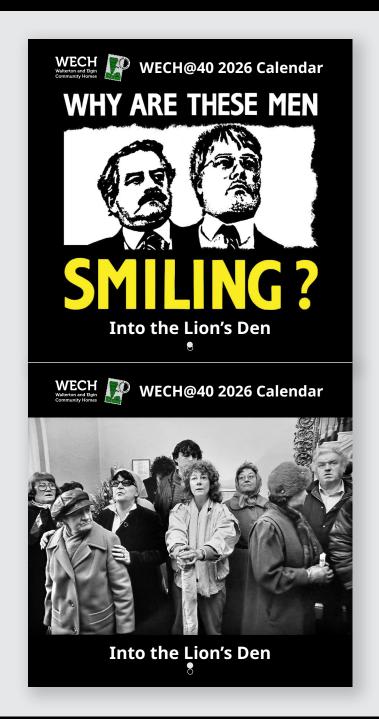
Desirable:

- Background in sports policy, governance or social research
- Experience commissioning external research partners
- Familiarity with academic funding processes
- Experience using project management tools (e.g. Trello, ClickUp, Gantt)

This role is an amazing opportunity to shape Fair Game's evidence strategy at a pivotal time for football's future, help build collaborative relationships, gain hands on experience commissioning and managing impactful research and be part of a passionate, reform-driven movement.

If you're ready to take on a challenging and rewarding role where you can make a real difference, we would like to hear from you! Please apply and send your CV to will.chapman@campbelltickell.com quoting Director of Research in the subject.

Into the Lion's Den – 2026 Calendar





The defining housing campaign of the 1980s in photos, posters, cartoons and stories

WECH's 2026 Calendar marks the 40th year since the campaign began which created the UK's largest and most valuable community-owned housing association.

It's classic David and Goliath – poor little people standing up to the rich and powerful, led by cheeky champion, the Walterton & Elgin Action Group (WEAG).

Fantastic photos record the moment the campaign burst into life. Along the way, WEAG recruits the Iron Man, cracks wry jokes, and sings to its enemies, while dodging the Police as it defeats one threat after another.

Covering the first half of the campaign between 1985 and 1988, the narrative takes a hair-raising turn when it fuses with the notorious Homes for Votes scandal, which culminated in Dame Shirley Porter paying £12 million for misusing Westminster Council's resources for party political gain.

Action-packed throughout, Into the Lion's Den is moving and, above all, humorous. Told by the WEAG Coordinator from his contemporaneous account, the stories are illustrated by top quality images, from the iconic Iron Man to stunning photos, and to hilarious cartoons.

Visit our online shop to purchase the calendar: etsy.com/uk/shop/WECHShop





Befriend a refugee in London, Manchester or Newcastle

Can you spare a few hours a week?

To explore the city together, show your friend new places, share activities and help them practise their English?

Who knows, you may make a new best friend!









It doesn't feel like volunteering, it just feels like having a mate.

JORDAN, on befriending Abdul.

It's been really rewarding and meaningful. I've learned more than I imagined.

SIAN, on befriending Khalid.

To sign up or find out more:Visit: www.hostnation.org.uk
Email: info@hostnation.org.uk

With over 1,000 matches, we're turning strangers into friends across the UK.











Your partner in stock rationalisation

Considering strategic disposal or acquisition? Campbell Tickell can help you.

Our experience and expertise are varied, built upon eight years of working on projects of all scales, from the very smallest to some of the very largest to date.

Get in touch and find out how we can help meet your acquisition and disposal needs.

We can help you with any combination of:

- 1. Support to help you make decisions over the future use of homes
- 2. Preparation of smaller portfolios for sale and marketing
- 3. Transaction support if you are looking to acquire portfolios
- 4. Internal project management support for larger sales or acquisitions
- 5. Portfolio integration support





Find out how we can help you meet your stock rationalisation needs.

FIND OUT MORE:

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