

ct OPPORTUNITIES BULLETIN

PERMANENT, INTERIM AND NON EXECUTIVE VACANCIES

18 March 2019 **No. 493**



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We are expanding our business and want you to be a part of it

CAMPBELL
TICKELL

Based in Wembley, Campbell Tickell is a well-established management and recruitment consultancy, operating across the UK and Ireland, and focusing on housing, social care, sports and leisure, and charities. We are a values-based business and firmly place the positioning of our support and challenge on helping organisations to attain change that is well thought through, planned and sustainable. We want to help organisations create the landscape within which we ourselves would like to exist: fair, inclusive, diverse, engaged and transparent. Relationships are at the heart of how we do business. We build from our values in how we approach all our work as a practice.

With a high-quality consultancy offer, fantastic first-time success rate in leadership recruitment, repeat and new clients, a strong market share with resources for expansion, and an unrivalled reputation for service quality and value, we are proud of our brand, which speaks of reliability, quality, honesty, imagination and verve.

We are now 20 years old and have worked with nearly 800 organisations, offering a wide range of services. Due to our sustained success over the past three years, we are expanding and looking to appoint to the following permanent roles:

Recruitment Consultant (x2) £40k - £45k

As a recruitment consultant, you will be managing either the interim or permanent team, ensuring our projects are delivered on time and to a high standard. Reporting to a Senior Consultant, you will manage either permanent & non-executive director or interim appointments at CE, Director and Head of Service level, for a wide range of clients. We pride ourselves in providing executive search services which are tailored to the requirements of the role and the culture of the organisation we are recruiting for, rather than trying to achieve sales targets. This has resulted in an excellent track record of appointing to roles first-time, and a large proportion of repeat business from our clients. Your experience of successfully managing a recruitment function will be used to further develop our offer, streamline processes and help us emerge into other sectors or markets. You will need excellent communication skills, experience of effectively managing a team, and a track record of achieving good business outcomes.

Bid and Tenders Manager £40k - £45k

Responsible for managing the tender process and writing bids for a range of consultancy projects across the business. Co-ordinating invitations to tender from a variety of mediums i.e. email requests, tender portals etc., ensuring they are responded to accurately and in a timely manner. Your excellent written communication skills will enable you to respond to tenders, marketing our services persuasively, and putting us in good stead to win contracts. You must be highly organised, have experience of putting systems in place to monitor and manage work effectively and have experience of prioritising your work to meet deadlines.

Project Coordinator £26k - £35k

We need someone to be the central hub of our team to help profile the volume, distribution and profitability of our projects. You will support our governance team with planning, managing and monitoring projects, and with the production of proposals. You will help coordinate projects within the team, devise project plans and associated documents, maintain accurate records of progress, risks and mitigation, and prepare and edit project proposals. With excellent written communication skills, strong interpersonal skills, proficient IT skills – particularly with the Microsoft Office suite of packages, and the ability to manage a range of projects simultaneously, you will be the main point of contact for the team and be able to provide updates on the portfolio of projects. You will really enjoy project management and thrive under this pressure!

Marketing & Communications Assistant £21k - £23k

Reporting to our Marketing & Communications Coordinator, you will assist with all aspects of internal and external communications and public relations. Your duties will be varied and include creating marketing materials, monitoring statistics from our website, event planning and facilitation, enhancing our digital and social media presence and maintaining our database of contacts. You will need to have excellent communication skills, be proficient in the use of the Microsoft Office suite of packages, be creative and confident with social media platforms for business, have excellent attention to detail and enjoy multi-tasking.

Our organisation is busy, fast paced, varied, and can be challenging, so these roles will suit individuals who enjoy multi-tasking, taking responsibility, using initiative and making a positive impact. For all roles you will require excellent customer service skills and the ability to develop strong working relationships.

This is a friendly place to work, where we put a high premium on being supportive, appreciating staff, taking pride in our work and rewarding success. Our values are framed around being truthful, trusted, courageous, collaborative and creative.

For further information and details about how to apply for these roles, please visit our website <https://www.campbelltickell.com/jobs/>

REINVENTING CHILDREN'S SERVICES



Director of Education

Reading / Salary c.£90k

Brighter Futures for Children (BFC) is an independent, not-for-profit company recently established to deliver the best possible opportunities for children and their families in the borough of Reading.

Our vision is to unlock resources to help every child have a happy, healthy and successful life. We believe that we are most likely to succeed if our staff, children and young people we work with are involved and engaged in everything we do.

We have made significant headway and are currently driving through a progressive and ambitious improvement plan which includes stabilising our workforce for the future. There is real determination at all levels to make Brighter Futures

for Children a success – and to improve the lives of children in Reading.

This is an opportunity for the new Director of Education to take a commercial lead on the development and delivery of strategies to improve education standards at every key stage of learning for children and young people across the borough.

Reporting to the Managing Director you will be a full member of the Executive Committee who are responsible for the operational delivery of children's services to the 25,000 children in the region.

Your professional experience will have provided you with a detailed knowledge of education improvement including school improvement and educational

legislative requirements. You will also need a demonstrable track record in income generation with 20% of the role targeted towards generating income, innovation and developing chargeable activities and projects for the local market and with new and existing school/education clients.

This role is a great opportunity to help us make Reading one of the best places in the UK to grow up in and impact positively on the lives of our young people. If you have a vision for what we can accomplish and want to be part of our success story then please make contact with our retained consultant Kelly Shaw on 07900 363803 or 0203 434 0990. Information packs are available to download at www.campbelltickell.com/jobs/

Closing date: Friday 5th April (12 noon)

**CAMPBELL
TICKELL**



Group Board Member

£20k | Worcester (30 days per annum)

Sanctuary is one of the UK's leading providers of housing, care and commercial services. The heart of our business is a housing association. We manage 100,000 homes across England and Scotland and aspire to build 30,000 more. Our accommodation includes general rented, retirement living, supported housing, student and key worker accommodation and care homes, and we employ more than 13,000 people. High standards of governance have been critical to our success and we are therefore seeking an exceptional individual who can think strategically, build relationships with our senior stakeholders, have the strategic and leadership skills to operate effectively at Board level and who can provide

support and challenge across a diverse and complex business. With a strong focus on equality of opportunity for all, we particularly welcome applications from women, people with disabilities, LGBT+ candidates and those from black, Asian and minority ethnic backgrounds. For an informal discussion please contact Bill Barkworth on 07706 369273. Alternatively, you can also email sanctuary@campbelltickell.com. Closing date: Monday 18th March 2019 at 12 noon

CAMPBELL TICKELL

EXECUTIVE COMING SOON

Head of Finance and Procurement

West Midlands/Up to £70k

An exciting and challenging role has become available at Connexus who are based in the beautiful rural counties of Herefordshire and Shropshire. Connexus is the parent of a Group with over 10,000 homes, management of wellbeing services (including in nearby Gloucestershire and Worcestershire) and a national Careline service.

This is a significant role within a growing business that will lead the finances for the Group with over a £56m turnover. The growth of the business and services is significant so to compliment this, the integration of financial systems and financial services following the merger of Herefordshire Housing and Shropshire Housing Group is key to delivery and productivity through new ways of working, new ways of thinking and leading the team through change.

Candidates should have excellent people & leadership skills as well as a strong accounting background and experience of working in social housing. You will also bring enthusiasm and a desire for responsibility and in return will receive excellent career development and training opportunities, a 10% car allowance, flexible working opportunities and a genuine opportunity to contribute to the growth of Connexus.

For early interest please contact Kelly Shaw at Campbell Tickell on 07900 363803 or email kelly.shaw@campbelltickell.co.uk

Live date: mid to late March

Putting you on the right career path.



EXECUTIVE COMING SOON

Multiple Senior Roles

West Midlands

- Executive Director Business Support & Customer Services, circa £80,000
- Head of Asset Management, up to £63,734
- Head of Neighbourhood Services, up to £63,734

With responsibility for around 10,000 homes, our client is seeking to increase senior capacity, with all these posts focused on the delivery of service transformation.

The Executive Director role has a mixed portfolio of responsibility that includes customer experience and engagement, including the contact centre, and key infrastructure areas that support the business including policy and performance. Central to this role is the requirement to take the lead in helping the organisation plan for that transformation, including service re-engineering from a digital platform, ensuring the right resource and support is in place. You will have a senior track record in service transformation and a strong project management offer. You will be the kind of professional that thrives in working at pace and with energy, inspiring staff to consider and get behind new ways of working with a strong focus on customer experience.

The two Head roles report to respective Executive Directors for assets and housing, and are part of the senior leadership team. You will have senior experience in either functional area, but at the heart of your offer are exceptional leadership skills. These are posts where your people skills are as important as your insight into the planning and delivery of asset and housing services. A refreshed corporate plan puts a sense of pace at the core of what is valued, so integrated service provision is key. These are influential roles, taking lead responsibility for the customer journey.

Send your CV to recruitment@campbelltickell.com by way of early expression of interest and we will send you further details.

Live date: End of March

Helping you find
the right fit.



NON-EXECUTIVE COMING SOON

Board Members

Sheffield City Region/£2,000 per annum

A community based social landlord providing more than 1,200 affordable homes in the Yorkshire region seeks to recruit multiple Board Members.

Previous Board or sector experience is not essential, although a passion for working within the housing sector environment will be important. Having strengthened their Board and Executive Team over the last 18 months these roles will bring further complementary skills to the current Board.

If you have expertise across either communities and/or partnerships or would like to be part of an Audit & Risk Committee then we would like to hear from you.

Our client is a landlord that is proud to provide homes to people from diverse BAME communities. And as part of our client's commitment to diversity we would especially encourage applications from younger and/or female applicants.

If you wish to help shape and support the ongoing success of a specialist housing provider and you are passionate and committed to providing great customer service then please express an interest by emailing: recruitment@campbelltickell.com.

Live date: mid - April 2019

Putting you on the right career path.



NON-EXECUTIVE COMING SOON

Chair & 2x Board Members

Cheltenham/£4.5k Board Members & £6k Chair

We will shortly be recruiting to fill the above vacancies which have arisen within an established and innovative company whose shareholder members are made up of Borough, District and County councils.

The company is located and operates in and around the M5 corridor delivering a complimentary and integrated environmental range of services, primarily to shareholding partners. The business is looking to add further talent to its Board during 2019. Knowledge, skills and experience in Fleet Management along with previous Governance experience would be particularly welcomed.

Send your CV to recruitment@campbelltickell.com by way of early expression of interest and we will send you further details.

Live date: End of March /early April

NON-EXECUTIVE COMING SOON

Chair

London/Remuneration is under review

Our client is a niche provider, making a difference to communities through the supply of high quality homes in an area where being priced out of the housing market is a reality for many. Prior non-executive experience and understanding of housing is going to be essential, but above all you will believe in the powerful impact that can be made when you get the right people, skills, and attitude, aligned around shared vision and values. This is a special opportunity to be at the helm of an organisation that has an amazing legacy and an exciting future.

Send your CV to recruitment@campbelltickell.com by way of early expression of interest and we will send you further details.

Live date: mid - March

NON-EXECUTIVE COMING SOON

Chair and 2 x Board Members

South West/Remuneration is under review

Our client, a South West based association that places a high premium upon remaining true to its purpose and its local identity is looking to recruit their next Chair and up to 2 new Board Members. With almost 9000 units, a relatively new Chief Executive and a strong development pipeline over the next 4 years, these are exciting times.

The Board's current focus is going to be setting the agenda for the next 10 years; they understand the need to be both agile and resilient at the same time and setting the change and transformation agenda will be a key role for the Board.

Their current Chair is standing down at the end of his tenure and they are looking for their next Chair to take them on the next stage of their journey. Prior non-executive experience preferably as a chair or vice chair, plus an understanding of housing is going to be essential, however you may have a dynamic business background or even worked for a trade body, as long as you can demonstrate you have the capacity and skills to understand their organisation and Board.

Alongside the chair role they will have vacancies for 2 board members and they are particularly interested to hear from candidates with a development or customer service background.

Send your CV to recruitment@campbelltickell.com by way of early expression of interest and we will send you further details.

Live date: End of March

Putting you on the right career path.



Head of Leadership

An exciting role combining strategy and delivery of our professional development offer, senior stakeholder management and business development.



[Future of London](#) is the capital's independent network for 3,800+ regeneration, housing, infrastructure and economic development practitioners, with a mandate to prepare the next wave of cross-sector city leaders.

This is a unique opportunity to help shape city leadership, now and for generations to come.

You will guide the quality and growth of London's most sought-after urban professional development courses: [Future London Leaders](#) and [Leaders Plus*](#). You will also take forward our [Council-Led Housing Forum](#), establishing it as the trusted forum for boroughs and partners to share knowledge and experience; having a real impact on the capital's housing delivery.

You'll manage our cross-sector senior mentor network and wider FoL family of members and sponsors. You will explore and market test new course options, working with the CEO and Head of Networks identifying potential partners, drafting proposals and joining pitches.

* This role is flexible and is available at three days per week, without Council-Led Housing Forum management.

The **ideal candidate** will be as passionate about cities as we are, be entrepreneurial in his/her approach, and want to actively help cross-sector practitioners deliver a more liveable London.

You will have a strong track record in programme and stakeholder management, preferably tied to professional or organisational development; will have a diverse and effective network in the London public and/or private sector; and be an excellent communicator.

To apply, please send a cover letter, current CV & application form – available at our [vacancies page](#)

Contact: Nicola Mathers, Deputy CEO:
nicola@futureoflondon.org.uk

Salary: Commensurate with experience

Schedule: 4 days/wk (potential for 3 days/wk)

Closing date: 29 March 2019

Start date: May 2019, negotiable

The Secretary of State for the Ministry of Housing, Communities and Local Government (MHCLG) is seeking to appoint seven new members of the Building Regulations Advisory Committee (BRAC).

BRAC is an advisory Non-Departmental Public Body (NDPB) of the Ministry of Housing, Communities and Local Government (MHCLG). The Secretary of State has a statutory obligation to consult BRAC before making Building Regulations and the views of BRAC are usually sought on all relevant policy and technical matters related to Building Regulations. BRAC is therefore an important sounding board for matters directly affecting buildings and in the wider construction industry. BRAC members are appointed on an independent basis to represent particular areas/fields of expertise and experience, rather than as specific delegates of particular organisations.

Following the Grenfell Tower fire, Dame Judith Hackitt's Independent Review of Building Regulations and Fire Safety made recommendations concerning the future governance of building regulations, advice and guidance. MHCLG is considering how to implement these, so appointments will overlap with this implementation; we will be looking for new members with some experience of organisational change management and behavioural insights as well as technical expertise.

BRAC members work closely with officials in the Building Regulation Technical Policy Division to provide a sounding board for policy development. Typically, this includes:

- Chairing or involvement in BRAC working groups which are established on a case by case basis to assist in the development of proposals to amend or introduce new regulations and supporting statutory guidance (in the Approved Documents).
- Facilitating wider engagement with industry to ensure working group technical committees have high quality expert representation.
- Helping to develop research proposals and projects to build the evidence base to support changes to the Building Regulations.

Applicants for these roles should have a strong interest in the built environment and areas touched upon by the Building Regulations. They should have current professional knowledge and experience of the design issues and application of the subject areas encompassed in the Regulations and be able to draw upon knowledge and experience of the construction industry and/or professions.

Although we are interested in strengthening the expertise on the Committee across the whole sphere of Building Regulations and related matters, specific areas of expertise and knowledge sought from this recruitment include candidates who can demonstrate a high-level knowledge and/or expertise/experience at senior levels in any of the following areas:

- Fire Safety Engineer
- Senior Fire Fighter
- Materials and Construction Products
- Housebuilding
- Built environment and data
- Emerging building technologies
- Change management and behavioural insights

For any candidate who feels they can offer the experience and expertise in more than one of the areas referenced above, there is no need to complete more than one statement against the criteria - just clearly reference and example those criteria with a single statement of suitability.

For further information on the role and how to apply, please visit <https://publicappointments.cabinetoffice.gov.uk/appointment/building-regulations-advisory-committee-brac-7-x-members/>.

Applications should be sent by email to PublicAppointments@communities.gov.uk

The closing date for applications is 19th March 2019 at 11.00pm.



Optimising Care & Support Services

Ensuring your offer meets client needs can mean rethinking your service model. Your Board must understand the risks you face and have assurance that you meet regulatory requirements, including in

rent-setting and fire safety. We can help you develop new investment models and your business growth strategy, ensure digital transformation enhances customer experience, and much more.

“CT reviewed Southwark’s homeless hostels sensitively and professionally, giving us detailed options for improving pathways for homeless people. By understanding the range of our stakeholder requirements, CT delivered a first-class report and platform for going forward.”

Paul Langford, Director of Resident Services, Southwark Council

**FIND OUT HOW
WE CAN HELP:**

contact Liz Zacharias on **+44 (0)20 3434 0985**
or email liz.zacharias@campbelltickell.com