



# Chair

Recruitment pack  
April 2024



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## Your application

Thank you very much for your interest in the Chair role at Beyond Housing. On the following pages, you will find details of the role and the selection process to assist you in completing and tailoring your application.

You will no doubt do your own due diligence but do read this pack carefully as it will provide you with a good overview of the organisation and role. After you have done that, please feel free to get in touch with me, so that we can talk through your offer and get a sense of how that aligns to what Beyond Housing is seeking.

To apply, we will need the following from you:

- A CV. Make sure this confirms your current/ most recent roles (you can sum up earlier roles, say before the last 15 years), tell us about your achievements so we get a picture of your skills and experience, and try to keep it to two pages or three at most;
- A personal statement. We want to hear about your motivation and why this role/ organisation. You will also want to evidence how relevant your offer is to the role specification; again ideally in two to three pages;
- The declaration form, which is accessible via the role page on our website and includes space to indicate if you cannot attend any of the interview dates.

Please submit your completed application documents using the online form, which is accessible via our jobs page: [www.campbelltickell.com/jobs](http://www.campbelltickell.com/jobs). You will receive an email confirmation and see an onscreen confirmation message after submitting your application, but if you have any issues, you can call **020 3434 0990**.

The Chair role closes on **Monday 20th May at 10am**. Please ensure we receive your application in good time.

Do call me if you wish to have an informal discussion about the role and organisation, or if you have any other questions to help you decide whether to apply.

Kind regards  
**Kelly Shaw**

**Senior Associate Consultant**  
**07900 363803**



# Welcome to Beyond Housing

Thank you for your interest in joining Beyond Housing, the Board and I are very pleased that you are looking at this Chair opportunity. As a major housing provider operating across Redcar and Cleveland, Scarborough and surrounding areas, we are an organisation that has a big impact in our region and feels a strong connection to our customers and communities. We take very seriously the responsibility to deliver on Beyond Housing's purpose: to help customers and communities succeed and thrive.

As a Board, there has been much work to do in the years since our founding in 2018 through the merger of two smaller providers, and in guiding our organisation through the unexpected challenges the Covid pandemic provided. With the very strong foundations we now have in place, and a return in April 2024 to a G1/V1 rating by the Regulator for Social Housing (the highest ratings available), we have our sights firmly set on looking forward to the next stage of evolution at Beyond Housing. As such, we feel that this is an exciting moment to welcome a new Chair to our Board. We will be recruiting for two Board members next month, and hope our new Chair will be able to join us in the later stages of their selection.

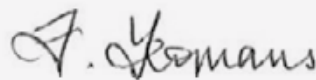
We are a Board with a positive and embedded culture, and a Board which works as a very strong collective with an effective and positive relationship with our Chief Executive and the executive team. Our commitment to the places we serve, dedication to our customers and to Beyond Housing's social purpose are fundamental to how we function as a Board. We feel that we

really 'live our values' which for us is something that underpins good governance at Beyond Housing and our ability to steer the organisation and faithfully deliver on our mission and purpose. So, while we are very interested to understand the professional skills and background that you may bring to the Board, for this Chair role we are equally focussed on your empathy and respect for our customers, your desire to deliver excellent housing and services for them, and your values and ethos.

We are seeking a Chair with good governance insight who is effective at chairing meetings. You will need to be able to lead and inspire a high-performing team and be comfortable with being a champion for the organisation.

We feel that we are a housing provider with a difference, and that our role in the communities we serve is much greater than bricks and mortar. If you share our feeling about the impact we can have and a connection to what we do, and feel you have something to offer as well as the readiness to commit to the challenging but rewarding work of leading the Beyond Housing Board, then we'd love to hear from you.

Warm regards,



**Fay Yeomans**

Board Member, Chair of the  
Governance & Review Committee  
and Chair of the Selection Panel



## About Beyond Housing

Beyond Housing was founded in 2018 following the merger of Coast & Country Housing and Yorkshire Coast Homes. We are a registered housing provider responsible for the letting, management and maintenance of over 15,000 homes across the northeast and North Yorkshire.

Our portfolio is spread across nine local authority areas, with the majority of our homes located in the Redcar and Cleveland and Scarborough areas, and we have regional offices in both Redcar and Scarborough, at the heart of the communities we serve. Our financial turnover for the year ending 2023 was £91.4m, and we have over 700 colleagues on our team.

While we are one of the largest social housing organisations in the region, we are committed to staying close to our customers and the local communities we serve. We continue to invest in communities via an array of services as well as delivering large -scale regeneration

projects, and we enjoy strong working relationships with the local authorities in our region.

Our corporate [strategy 2020-2025](#) included an ambitious target of building 2000 new homes for rent and sale in the five year period, and we continue to deliver on that ambition with our business plan including 2,750 homes by 2030/2031. Since 2020, 851 homes have been completed with a further 940 currently in development.

Our strategy also contains key ambitions around delivering for our customers through investing in our existing homes and in our neighborhoods to create great places to live and work, and by providing quality services to our customers, as well as being a great place for our people to work.

Recent awards and accolades for Beyond Housing

- In 2024 we retained our accreditation as an Investor in Diversity, and we were named the 62nd most inclusive organisation in the country in the 2024 FREDIE Awards, compiled by the National Centre for Diversity.
- Also in 2024, we were awarded the the Royal Society for the Prevention of Accidents (RoSPA) President's award in recognition of achieving their gold award for the 11th consecutive year.





### Our Purpose:

To help customers and communities succeed and thrive.

### Our Values:



#### Considerate

- respecting, trusting and caring about each other and the customers we serve.



#### Collaborative

- working smarter together and with our partners to deliver high quality homes, services and living spaces.



#### Ambitious

- for ourselves, for our customers and their communities. We aim higher to achieve more.



#### Accountable

- for the decisions we make and the services we provide.

### Links to Further Reading:

- [Beyond Housing Strategy 2020-2025](#)
- [Customer Annual Report 2022/23](#)
- [Annual Report and Accounts 2022/23](#)



## Board Members



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**James Hayward**  
Chair

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James is a Chartered Engineer by profession, he spent most of his working life in the NHS working as an executive director of estates and facilities in medium and large sized NHS acute Trusts across the country. He also served for 23 years in the Royal Navy as a maritime reservist and rose to a senior rank, holding several command and staff positions along the way.

He has held a number of other non-executive director roles for organisations including the Cambridge Centre (a local drug and alcohol rehabilitation charity) and served as a Trustee of Lady Lumley's charitable foundation. He is also a non-executive director for the Government Facilities Service Limited a Ministry of Justice owned company, providing maintenance and project delivery for the Prison service.

James joined the organisation in November 2016 having been chair of the legacy organisation Yorkshire Coast Homes.



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**Cath Owston**  
Chair of the development committee

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Cath has over thirty years' experience of working in the housing sector in a variety of roles, most recently as Customer Experience Director at Yorkshire Housing. Prior to this, she held Customer Service Director roles at Rochdale Boroughwide Housing and New Charter Housing Group, where she led the development of a new service offer for customers.

She has held a number of non-executive roles, including at Bolton at Home where she chaired both a social enterprise and the development committee.

Cath joined the organisation in September 2022 and is also a member of the governance and review committee.





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## Fay Yeomans

### Chair of the governance and review committee

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Fay's professional background is in media and broadcasting. She spent over 25 years working for the BBC, the majority of which was spent in Scarborough working for BBC Radio York. Fay began her career as a broadcast reporter, focusing on local community news. She would go on to become producer of Radio York's afternoon show. During her time with the BBC, Fay also had extensive involvement with the broadcast, entertainment, communication and theatre union, representing members on a range of issues.

Fay joined the organisation in October 2015 and was previously a board member of legacy organisation Yorkshire Coast Homes.



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## John Williams

### Chair of the audit and risk committee

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John's expertise was gained within the banking industry, most recently in the role of Relationship Director and Head of Lloyds Bank's North Region Education, Community and Government team where he held particular responsibility for social housing, charities, further and higher education, NHS foundation trusts, NDPBs and local authorities. He has been actively involved in the funding and banking requirements of housing associations and has supported the successful completion of several stock transfers across the North of England.

He is currently a trustee of an almshouse and educational charity in Hull, a governor and chair at Bradford College, and a northern committee member for the National Lottery Heritage Fund.

John joined the organisation in September 2019.



## Board Members



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### Gillian Taylor

**Board Director, Senior Independent Director (SID)**

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Gillian is a CIMA qualified accountant and has held a variety of business transformation and finance roles throughout her career, including 25 years with British Gas/Centrica. She has significant experience of operating at board level across the social housing, utility, environmental engineering and social business sectors.

Currently, she is a non-executive director with the Leeds Teaching Hospital NHS Trust, the joint Deputy Trust Chair, and Chair of the Trust's Finance & Performance Committee. She is also a member of the new hospital Building Development Committee and Remuneration Committee. She is also a non-executive director at JBA Consulting, an environmental engineering and risk management group.

Gillian joined the organisation in September 2019.



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### Heidi Flack

**Board Director**

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Heidi is an experienced director with a demonstrated history of working in housing and the construction industry. She is passionate about supporting communities to thrive by using successful asset management strategies linked to new build development, economic growth and social value.

Heidi is experienced in driving change in organisations to improve performance. She is a successful business leader with a track record of delivering multi-million-pound savings through strategic procurement and transforming workforces, systems and processes.

Heidi joined the organisation in May 2022.



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**Kate Abson**  
Board Director

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Kate is a chartered surveyor and member of the Royal Institution of Chartered Surveyors (RICS). She has significant experience in strategic asset management, new build housing development, and commercial property management, having worked for Durham County Council for over 15 years and now for a north-east based housing association as Director of Development. Kate is responsible for leading a 1,500 homes new build development and regeneration strategy in her current role and is very much committed to ensuring good quality housing is provided for local residents.

Kate joined the organisation in November 2018.



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**Sarah Nattress**  
Board Director

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Sarah is a former Director of PricewaterhouseCoopers LLP (PwC) and has over 25 years' experience of working with public sector audit and advisory appointments at board level as well as in a non-executive director and independent advisory capacity across various sectors.

Her main areas of expertise are financial management, the internal control environment, leadership and strategic development, performance monitoring and improvement, accountability, corporate governance and risk management best practice.

Sarah joined the organisation in May 2022.



## Board Members



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### Steve Williams

**Board Director**

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Steve has 20 years' experience as an IT Director in a number of businesses, a large council and a major university. Most recently Steve led the mergers and acquisitions practice at a business and technology consultancy. His particular interest is in delivering long-term value from mergers.

Originally a linguist, Steve has worked in Germany and in the USA in mergers and acquisitions, organisation design, project management and business analysis. He led IT, business planning and finance teams during his ten years at ICI, mainly on Teesside.

Steve joined the organisation in September 2019.



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### Rosemary Du Rose

**Chief Executive**

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Rosemary joined Beyond in 2019. Prior to this, she was Executive Director of Operations at Newcastle-based housing association Home Group. She has held a number of senior management roles in the telecoms and insurance sectors, including O2 and Legal & General.

Rosemary is an executive board member.









## Role profile – Chair

### Purpose of the role:

- The non-executive Chair provides strategic leadership to the Board and to the organisation as a whole; working with and guiding the Chief Executive (CE) to ensure delivery of the vision and values of the organisation.
- Ensures that the Board delivers its key strategic role in securing the organisation's long-term effectiveness, viability and sustainability, within agreed Terms of Reference, encouraging relevant and constructive discussions, and a positive working relationship between executive and the Board.
- Provides effective governance of the organisation, including playing a lead role in shaping the Board's development and effectiveness, and in ensuring a suitable line of sight from the Board to the work of committees and any subsidiaries, as well as ensuring the Board fulfils its Trustee responsibilities.
- Contributes to the promotion and positioning of the organisation with a wide range of external stakeholders.

### Key responsibilities:

#### Strategic leadership:

1. Ensure the Board sets its vision, mission, values and standards and that its obligations to its stakeholders and others, including its regulators, are fully understood and delivered.
2. Promote good governance and ensure that the organisation's affairs are conducted in accordance with all legal and regulatory requirements and a high standard of performance and propriety.

#### Conduct of Board business:

3. Chair meetings effectively, ensuring Board members are given the opportunity to express their views and that their views are sought before important decisions are taken.
4. Deal with paperwork associated with the function of chairing Board meetings, including development of the agenda with the CE.
5. Ensure that the Board delegates sufficient authority to its Committees, Chair, CE and others to enable the business of the organisation to be conducted efficiently between meetings of the

Board and that the Board monitors the use of these delegated powers.

6. Meet with the Senior Independent Director regularly to ensure the SID has all information and advice required to carry out delegated powers.
7. Ensure that the Board receives professional advice when it is needed either from its senior staff or from external sources.
8. In the case of urgent business occurring between meetings, to take necessary decisions on behalf of the Board, in accordance with agreed urgency arrangements.
9. Hold informal meetings of Committee Chairs as considered necessary. Make time to attend Committee meetings from time to time as needed.
10. Be available for ad hoc discussions and urgent business in addition to formal Board and Committee meetings.



# Person specification

## – Chair

### Experience and knowledge:

- a. Governance, organisational leadership and strategic management experience.
- b. Experience at a senior level, with a relevant professional or business skill, relating to one or more of the following: financial and business risk management, commercial management, property development, housing management, law or human resources.
- c. Experience of operating effectively at high levels within an organisation, and a proven ability in influencing decision making.
- d. A track record of motivating senior teams to deliver a strategic vision.
- e. Experience of chairing boards or committees and working effectively with a wide range of stakeholders.
- f. Understanding of the purpose of the social housing and/or direct experience of working in the sector.

### Skills and abilities:

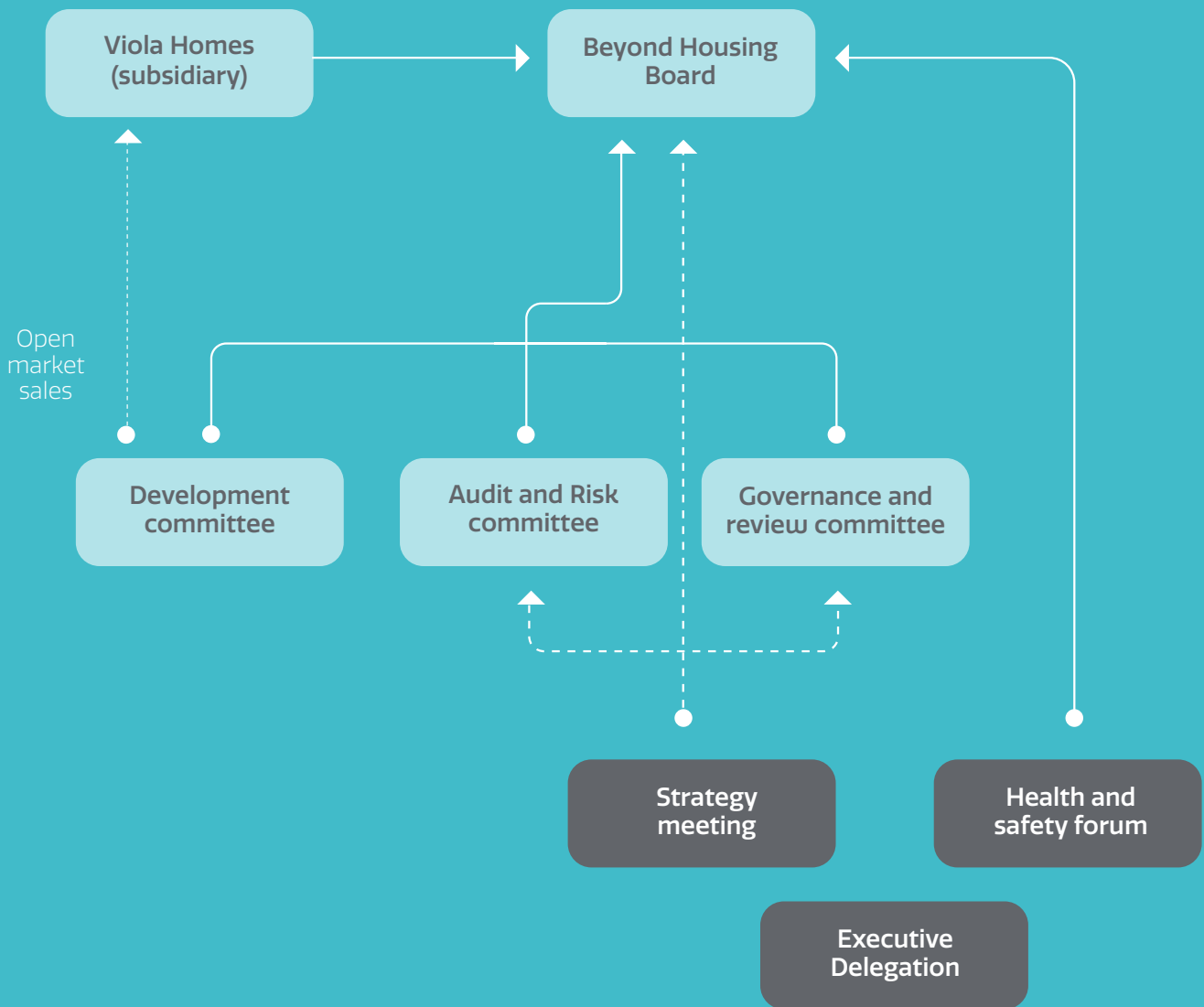
- g. Ability and vision to lead and represent the organisation, giving a clear sense of strategic direction.
- h. A strong understanding of the respective roles of the Chair and CE and the Board and executive.
- i. Knowledge and understanding of the wider strategic context and an ability to articulate them.
- j. Ability to listen to others' contributions, challenge in a constructive way and build consensus through persuasive discussion.
- k. Ability to make balanced and informed decisions.
- l. Excellent communication skills. Able to read, understand and analyse both written and numerical reports presented to the Board for decision and information and to draw out points for discussion.
- m. Able to be an organisational ambassador, operate effectively at all levels and develop positive external relationships that generate confidence and respect.

### Personal qualities:

- n. Shared vision and values of the organisation.
- o. A strong leader with a high degree of probity and integrity.
- p. A commitment to the interests of current and future residents and the enthusiasm to implement change and improve services.
- q. A decisive and effective decision maker who leads by example with an open, engaging and enthusing style.
- r. A personal and professional credibility that commands confidence at all levels.
- s. A collaborative style that engages people at all levels and promotes positive relationships throughout the organisation and its partners.
- t. Committed to accountability, openness, transparency and equality of opportunity.
- u. Has the necessary time commitment for the role.



# Governance Structure











## Key terms and conditions

### Remuneration:

£14,750 pa (under review)

### The appointment:

The term of office for the Chair role is three years, typically renewable up to a maximum overall tenure of six years.

### Time commitment:

There are typically five Board meetings each year. There are also two strategy days in the year and an AGM, and there are likely to be ad hoc events, training and working groups.

In addition to the above, you may attend Committee meetings from time to time, and represent Beyond Housing at various events. The estimated time commitment for the Chair is around 3 to 3.5 days per month.







## Key dates and the selection process

### Closing date:

Monday, 20th May at 10am

We will be in touch to let you know the outcome of your application by the end of this week.

### First interviews:

Thursday, 30th May

Longlisted candidates will be interviewed by a Campbell Tickell panel.

There will be the opportunity for an informal conversation with Rosemary Du Rose, Chief Executive.

Interviews will be held online

### Final stage:

Shortlisted candidates will be invited to the following:

– **Stakeholder sessions**, Friday 7th June. Candidates will have the opportunity to meet with

stakeholder groups including Beyond Housing colleagues and customers.

These will take place online.

### – Final panel interview,

w/c 10th or 17th June (TBC). Shortlisted candidates will be interviewed by a Beyond Housing selection panel including: Fay Yeomans, Chair of the Governance and Review Committee.

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Please let us know if you have difficulties with any of the published dates and/or if you require any adjustments for any part of the recruitment process.







CAMPBELL  
TICKELL



# Chair

£14,750 per annum\*

North Yorkshire/Northeast

\* remuneration under review

Providing services customers value, homes they want and places they are proud of, delivered by people who care.

At Beyond Housing, we are very serious about achieving our purpose of helping our customers and communities to succeed and thrive. With over 30,000 customers and 15,000 homes, we are one of the largest housing associations in the Northeast, with a particular focus across the Redcar and Cleveland, and North Yorkshire areas. While we operate at some scale, we remain dedicated to the local areas and communities we serve, and for us, understanding our people and places are at the heart of what we do.

We are thrilled to be welcoming a new Chair to our Board in 2024, to join and help shape our conversations about the future of the organisation,

and ensure that we remain well governed, resilient, and outward looking.

We are seeking a Chair who brings strong Board experience. You will be hugely influential in leading the Board around common goals, and to be thinking ahead as we develop our plans for the future. Your leadership needs to inspire, empower and land well with a wide range of internal and external stakeholders. This means you will be intuitive and astute at managing a matrix of relationships; with insight into what good governance should look and feel like.

You will also be a champion for our ethos that puts inclusion, customer focus and empathy, and service responsiveness at the

heart of all we do. You'll have a natural collaborative style that gets the best from colleagues, and your ability to provide focus, support, and challenge will be crucial.

If you are driven by the impact an organisation like ours can make for our current and future customers, we'd love to hear from you.

You can download a job pack from [www.campbelltickell.com/jobs](http://www.campbelltickell.com/jobs). For further discussion please contact **Kelly Shaw** at [kelly.shaw@campbelltickell.com](mailto:kelly.shaw@campbelltickell.com) or **07900 363803**.

**Closes | Monday 20th May | 10am**

# CAMPBELL TICKELL

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(Recruitment)

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