



BOARD RECRUITMENT THREE ROLES

Recruitment pack
April 2025





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YOUR APPLICATION

Thank you very much for your interest in these three Board non-executive director (NED) roles at Beyond Housing:

On the following pages, you will find details of the roles 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 these roles. After you have done that, please feel free to get in touch with one of us, so that we can talk through your offer and get a sense of how it aligns with 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, including any NED posts (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; try to keep it to two pages or three at most;
- A personal statement. We want to hear about your motivation, why this role/organisation, and you will also want to evidence how relevant your offer is to the role specification; again ideally in two to three pages; and
- 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. You will see an onscreen confirmation message after submitting your application, and you should also receive a follow-up email, but if you have any issues, you can call **020 3434 0990**.

The role closes at **9am, Monday 19th May 2025**. Please ensure we receive your application in good time.

We are happy to have a further discussion. Please send an email to one of us at the address below and we can arrange a time to speak.

Kind regards

Bill

Bill Barkworth | Senior Recruitment Associate
bill.barkworth@campbelltickell.com
07706 369273

Gera

Gera Patel | Partner
gera@campbelltickell.com
07813 149629



WELCOME



I am very pleased you are considering joining the Board at Beyond Housing.

I joined as Chair last year and was immediately struck by Beyond Housing's combined focus on people and place, which creates such a positive impact. While the organisation operates at scale (across Redcar, Cleveland, Scarborough and the surrounding areas) it is very much rooted in the local. As I have been getting to know the organisation better, by listening to customers and colleagues, and seeing our homes and neighbourhoods, I have also been able to witness how much the values of the organisation are evident in all that we think about and do. So, I feel that these three NED roles will suit people who feel a strong alignment to being considerate, collaborative, ambitious and accountable.

Our succession plan means that we have been recruiting several new Board members last year and this year. We see the arrival of new cohort of Board colleagues as a brilliant opportunity to assess and re-set. So while you are coming into a stable environment, where our performance, financing and growth plans are all sound, you aren't going to be hampered by an organisational culture that wants to stay standing still. We recognise that these are challenging times for housing providers and their customers. This means needing to think differently about tackling long-standing and new issues. So, this is a space where we will value your creativity and fresh ideas. We strongly appreciate the different perspectives that stem from the diversity of people's lived and life experience, as they add a real richness to our debate and decision-making as a Board and leadership team.

For these three roles we seek colleagues with a background in at least one of the following:

- **Development:** with good strategic and operational insight across the development landscape. Combining this with broader strategic asset management knowledge and/or experience in regeneration would be especially advantageous.
- **Customers:** we are open to seeing customer professionals from housing and/or other sectors, with emphasis on

understanding how to sustain quality and responsiveness.

- **ICT/business transformation:** you don't have to come from a social housing background for this vacancy, as we see these skills and experiences that can help us transform our business, as being highly transferable.

You do not need to have prior Board experience for these roles, but insight into good governance principles, perhaps combined with some Board exposure could be helpful, but is not essential. We are keen to see candidates who have some connection to our locality. We hope you will feel as passionately as we do that Beyond Housing has a crucial role to play in being an advocate for our region. So, your insights into the issues and aspirations for our geography and its neighbourhoods and communities will be especially welcome.

We take seriously our focus on helping our customers and communities succeed and thrive. You will also find us to be a dynamic, friendly and supportive group. I hope this resonates with you, and if it does, then I shall look forward to meeting you in this selection process and welcoming you to our team.

Warm wishes

Anne

Anne Parker | Chair of the Beyond Housing Board

ABOUT BEYOND HOUSING



We are a forward-thinking organisation with bold ideas that help improve individual lives and support communities to thrive.

Established as a new registered provider of housing in 2018 (following a merger) Beyond Housing is responsible for a portfolio of over 15,000 homes across a range of tenures and types. This includes general needs housing at affordable and social rents; shared ownership; as well as supported housing including homes and support for older people. Our portfolio is spread across seven local authority areas, with the majority of our homes located in the Redcar and Cleveland and Scarborough areas, across which we have a number of offices, at the heart of the communities we serve.

While we are one of the larger social housing organisations in the North East region, we ensure that we stay close to our locality, customers and communities. We continue to actively invest in the region, delivering more than just housing. From large scale regeneration that is transforming once deprived neighbourhoods to 1:1 tailored support to help

people into training and jobs; and from running multiple community centres that are inclusive and bring people together around shared activities, to providing vehicles for people to access mental health support. Our ambition is to use our scale, profile, financial strength and reputation to focus on what matters and makes a difference to people, their families and communities.

Our **corporate strategy (2020–2025)** includes an ambitious target of building new homes, so that we continue to help tackle the housing crisis, since there are too few affordable homes and rising demand and homelessness. We have ensured that we have funding in place to meet our development targets. You can read more about our finances in the **2024 annual report & financial statements**. Our new strategy has been developed in partnership with a range of stakeholders and will be rolled out from May 2025. We will be able to share further details in due course within the selection process for these roles.

There is a brilliant staff group of more than 700 colleagues at Beyond Housing, and our highly experienced and dedicated **Executive & Board team** lead the organisation, providing strategic direction and assurance, as well as ensuring alignment to our purpose and values. Following a stability check, the Regulator of Social Housing has reconfirmed compliance with the governance (G1) and viability (V1) standards.

Purpose: To help customers and communities succeed and thrive.

Mission: To provide services customers value, homes they want and places they are proud of, delivered by people who care.

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.

BOARD MEMBER ROLE PROFILE



Purpose of the role:

- The Board is collectively responsible for ensuring the success of the organisation and ensuring its compliance with all legal and regulatory obligations by setting and monitoring the strategic direction of the organisation, as well as ensuring the board fulfils its trustee responsibilities.
- Board members, as part of the board team, establish and uphold the organisation's vision, mission, values and strategies.
- Board members provide effective governance of the organisation, ensuring that decisions taken by the board are in the best interests of the

organisation and its customers, and promote the highest quality standards and effective service delivery.

- Each Board member is expected to take on a committee role too.

Key responsibilities:

Strategic leadership:

1. Provides focused strategic direction to the work of the organisation, setting the vision, mission, values and standards for the organisation.
2. Promotes good governance and ensures that the organisation's affairs are conducted in accordance with generally accepted performance and propriety

and that its obligations to its stakeholders and others, including its regulators, are fully realised and delivered.

3. Provides leadership on equality and diversity matters ensuring this is reflected in all that the organisation does.

Conduct of Board business:

4. Ensures that decisions taken by the board are in the best interests of the organisation and its customers and promote the highest quality standards and effective service integration.
5. Works in accordance with the organisation's Code of Conduct and the National Housing Federation Code of Governance.
6. Participates in reviews of board performance, both individual and collective, attending training when required; participating in opportunities for learning and development and keeping up to date with sector matters.
7. Diligently prepares for and attends board meetings, actively contributing to discussions and decision-making.
8. In the event of unavoidable absence from a meeting, provide comments and questions in advance on the relevant papers to the meeting Chair.



Risk and performance:

9. Ensures that legal and social responsibilities are met, and that the organisation's affairs are conducted to accepted standards of performance and propriety.
10. Ensures that social housing assets are not put at risk.
11. Determines the organisation's approach to risk, establishing its risk appetite and tolerances.
12. Approves an appropriate, robust and prudent business planning, risk and control framework and reviews its effectiveness at least once a year.
13. Establishes ambitious but financially prudent strategic policies and plans to achieve organisational objectives and approves each year's budget and accounts prior to publication.

14. Monitors the organisation's performance in relation to plans, budgets, controls and decisions, and ensures that the organisation is well run and viable.
15. Leads on value for money, understands the costs of the business and sets targets relating to securing value for money.
16. Agrees policies and make decisions on all matters that might create significant financial or other risk to the organisation.

Working with the Executive:

17. Board members are accountable to the Chair of the Board. They are expected to maintain good relationships with other members of the Board, the executive and other key members of staff and with external stakeholders, particularly residents, Homes

England, the Regulator of Social Housing and any other related statutory agencies.

Promoting the organisation:

18. Be an ambassador for the organisation; help build its brand and public image, ensuring an effective regional and national profile in consultation with the CE.
19. Represent the organisation with key stakeholders, such as regulators and decision-makers.
20. Attend ad-hoc meetings as required (for example, residents' meetings) and travelling as required to promote the values and purpose of the organisation.

BOARD MEMBER SPECIFICATION

For these specific vacancies:

- a. **Development:** a practitioner with good strategic and operational insight across the development landscape. Combining this with broader strategic asset management knowledge and/or experience in regeneration would be especially advantageous.
- b. **Customers:** we are open to seeing customer professionals from housing and/or other sectors where there is a premium placed on the quality of customer service and engagement. With emphasis on understanding how to sustain quality and responsiveness. Experience in a regulated environment could be advantageous.
- c. **ICT/business transformation:** you don't have to come from a social housing background for this vacancy, as we see these skills and experiences being highly transferable. We seek strategic insight across how technology (including cyber and AI) can help transform how we do business.
- d. For any of these roles, insight into good governance and some Board exposure will be helpful but is not essential.
- e. For any of these roles, knowledge of or a connection to any of our operating areas would be advantageous.

Experience and knowledge:

- f. Governance, organisational leadership and management experience.
- g. Experience of operating effectively at high levels within an organisation, and a proven ability in influencing decision making.
- h. Empathy with the purpose of the social housing and/or direct experience of working in the sector.

Skills and abilities:

- i. Ability and vision to lead and represent the organisation, giving a clear sense of strategic direction.
- j. Presents views with knowledge and understanding of the wider strategic context.
- k. Skilled in listening to others' contributions, challenging in a constructive way and building consensus through persuasive discussion.
- l. Able to make balanced and informed decisions, analysing performance, financial and other information.
- m. Assesses risk and promotes risk awareness without being risk averse.
- n. 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.

- o. IT literate and able to review and analyse large and complex data.
- p. Able to be an organisational ambassador, operate effectively at all levels and committed to developing positive external relationships that generate confidence and respect.

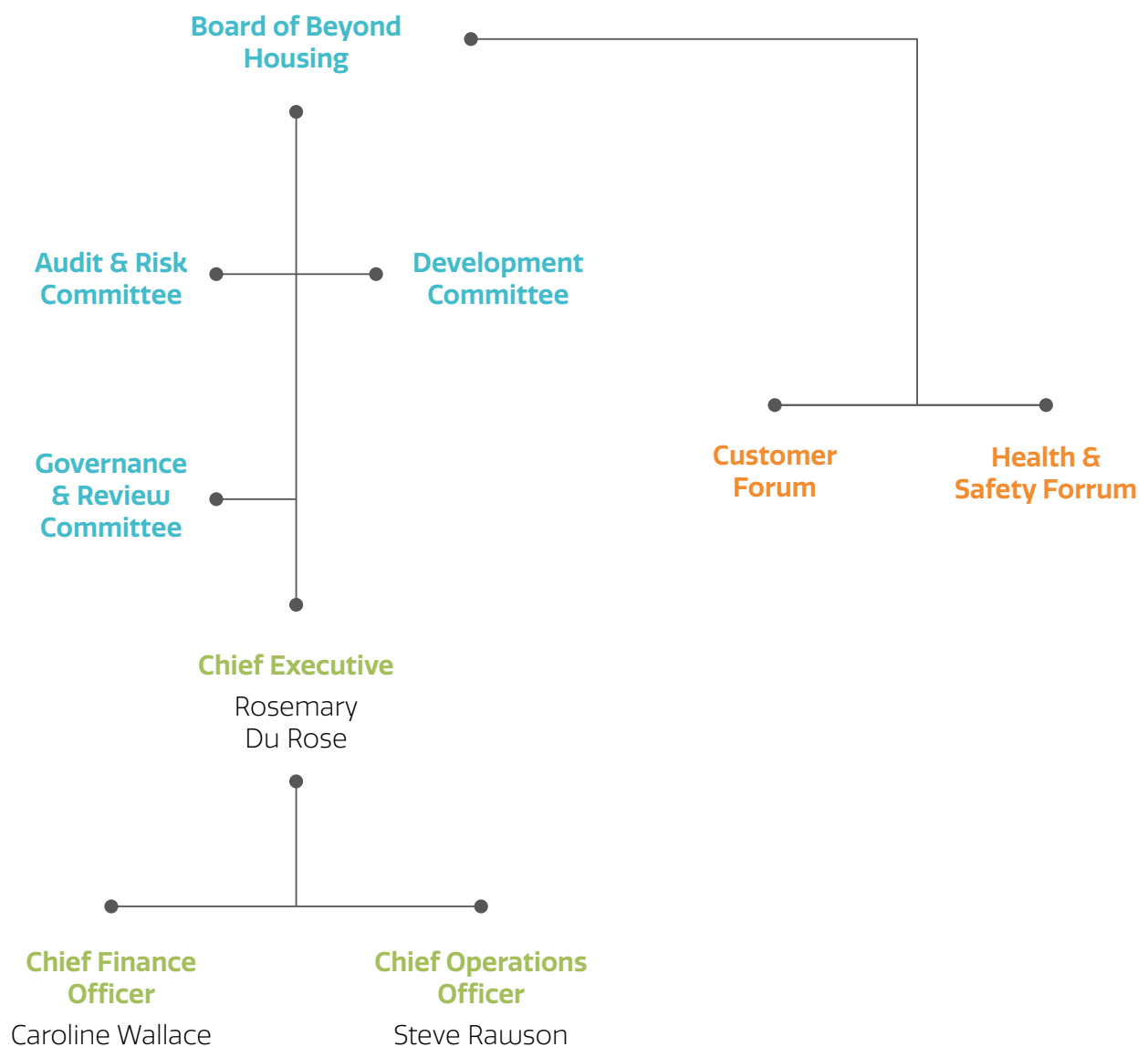
Personal qualities:

- q. Shared vision and values of the organisation.
- r. A strong leader with a high degree of probity and integrity.
- s. A commitment to the interests of current and future customers and the enthusiasm to implement change and improve services.
- t. A decisive and effective decision maker who leads by example with an open, engaging and enthusing style.
- u. A personal and professional credibility that will command confidence at all levels.
- v. Works well in a team, with a collaborative style that engages people at all levels and promotes positive relationships throughout the organisation and its partners.
- w. Empathy for others, a considerate and compassionate approach to communication.
- x. Committed to accountability, openness, transparency and equality of opportunity.
- y. Has the necessary time commitment and capacity for the role.





LEADERSHIP STRUCTURE



KEY TERMS AND CONDITIONS

Remuneration:

The remuneration for the Board member role is £6,500 pa.

Reasonable expenses incurred in fulfilling your role such as travel, child care etc. will be reimbursed.

The appointment:

The term of office for each role would usually be two three-year terms, up to a maximum of six years.

Time commitment:

Typically each year there are five Board meetings. There are also two strategy away-days each year, and there are likely to be additional training sessions, working groups and ad hoc events.

All Board members are also asked to join at least one Committee. This will be discussed with you at appointment to take account of your interests and skills, and each Committee meets four to five times in the year.

Meetings are generally held during the working day, usually with a 1pm start. Occasionally some meetings may begin with a training or briefing session and that may mean an 11am start.

There is an expectation that attendance at Board and Committee meetings is in-person. Additional meetings are sometimes held on-line.

Overall, we estimate that the time commitment for the Board member role is 2 to 2.5 days per month. Noting that it will feel busier at the beginning to allow for induction and orientation:

Location:

Our two main offices are at:

- Redcar | 4 Ennis Square, Dormanstown, TS10 5JR
- Scarborough | Brook House, 4 Gladstone Road, YO12 7BH

KEY DATES AND THE SELECTION PROCESS

Closing date: Monday 19th May 2025 | 09:00

We will be in touch to let you know the outcome of your application from Wednesday 28th May.

First stage:

Interviews with Campbell Tickell | Tuesday 3rd, Wednesday 4th or Thursday 5th June 2025 | via Teams

There will also be an opportunity for informal conversation on the same day as the first interviews with two leadership team colleagues from Beyond.

We will be in touch to let you know the outcome of the first stage from Tuesday 10th June.

Final stage: Final interviews on Monday 16th or Tuesday 17th June 2025.

Shortlisted candidates will have an opportunity to meet Rosemary Du Rose, Chief Executive just ahead of the interview.

The interview panel will be led by Steve Williams (Chair of the Governance and Review Committee) with Anne Parker (Chair of the Board) and Carol Long (Board member). Gera Patel,

Partner at Campbell Tickell will also be in attendance.

We will share the dates for final interview for each role in due course.

If you are unable to participate on any of the identified dates for interviews, please do speak to Campbell Tickell before making an application.



Board member

| £6,500 pa | Three roles

North Yorkshire/Northeast

Helping our customers and communities succeed and thrive

We are a forward-thinking organisation with bold ideas to support the wellbeing, sustainability, and aspirations of our customers and communities.

While we are one of the larger social housing organisations in the North East, we ensure that we stay close to our locality and customers. We continue to actively invest in the region, delivering more than just housing. From large scale regeneration that is transforming once deprived neighbourhoods to tailored support to help people into training and jobs; and from running multiple community centres that are inclusive and bring people together around shared activities, to providing vehicles for people to access mental health support. Our ambition is to use our scale, profile, financial strength and reputation to focus on what matters and makes a difference to people, their families and communities.

As part of succession planning, we are seeking three new colleagues for the Board. It's a friendly and focused

team, who will value your contributions and insights. For these roles we seek:

- **Development:** a practitioner with good strategic and operational insight across the development landscape. Combining this with broader strategic asset management knowledge and/or experience in regeneration would be especially advantageous.
- **Customers:** we are open to seeing customer professionals from housing and/or other sectors where there is a premium placed on the quality of customer service and engagement. With emphasis on understanding how to sustain quality and responsiveness. Experience in a regulated environment could be advantageous.
- **ICT/business transformation:** you don't have to come from a social housing background for this vacancy, as we see these skills and experiences being highly transferable. We seek strategic

insight across how technology (including cyber and AI) can help transform how we do business.

For any of these roles, insight into good governance and some Board exposure will be helpful but is not essential.

We are always keen to hear different perspectives and welcome the challenge and more rounded input that comes with diversity of thought and life experience around the Board table. In addition, a connection to our area and/or lived experience in social housing will be especially welcome.

If you align to our values and drive, we'd love to hear from you.

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

For further discussion please contact:

Bill Barkworth |
bill.barkworth@campbelltickell.com
| 07706 369273

Closes | Monday 19th May 2025
| 09:00

CAMPBELL TICKELL

+44 (0)20 8830 6777

+44 (0)20 3434 0990 (Recruitment)

info@campbelltickell.com

recruitment@campbelltickell.com

www.campbelltickell.com