

CAMPBELL
TICKELL



Board member
Recruitment Pack
July 2025

Your application

Thank you for your interest in this Board Member role at Newlon Housing Trust:

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 please read this pack carefully as it will provide you with an overview of the organisation and role.

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, and 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 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 role closes at 9.00am on Friday 15th August 2025.

Please ensure we receive your application in good time.

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

Kind regards,

Bill

Bill Barkworth | Senior Associate Consultant

bill.barkworth@campbelltickell.com | 07706 369273

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Welcome message

Thank you for taking the time to consider this opportunity to join our Board.

At Newlon, we are driven by the belief that high-quality, affordable homes and services can transform lives and expand life chances. Based in the UK's most diverse and dynamic city, we embrace the pace and complexity that comes with working in north and east London. We are very proud of our track record and the reputation we've built as a trusted provider of affordable housing across the capital. We recognise the pressing need for safe, warm, and well-designed homes, and take seriously our responsibility to help meet that need. With so many people still priced out of secure and suitable housing, our role has never been more vital.

You would be joining Newlon at a time when we are entering an exciting and ambitious new phase. This includes a major estate transformation programme, delivered through a joint venture with a commercial partner. This is one of the most significant projects we have ever undertaken. Our aim is to improve the quality of homes and infrastructure for current and future residents, while maintaining the character of an already vibrant and diverse neighbourhood. It will require sound judgement, financial scrutiny, and an unwavering focus on long-term value and resident outcomes.

We are therefore seeking a finance professional with strong business acumen and a solid understanding of the housing sector. You will bring the strategic insight to guide major investment decisions, combined with the ability to challenge and support in equal measure. Experience of working on complex partnerships, regeneration, or long-term investment programmes would be particularly valuable.

Equally important are your values and the way you work. You will need to be committed to working inclusively and collaboratively, ensuring that equality, diversity and respect for residents are at the heart of your approach. We value empathy and integrity, and we work hard to build trust – both with our residents and with one another. This means communicating thoughtfully, listening well, and staying focused on the outcomes that matter.

It is a friendly and supportive environment, and there are greatly skilled people on the staff and Board team. We have a proud legacy spanning more than fifty-five years, and we're focused on building on that by continuing to deliver high-quality, affordable homes and services that make a real difference.

I hope that as you learn more about this opportunity, you'll be inspired to join us and help shape the next stage of our journey. I look forward to hearing from you.

Aman Dalvi | Chair

About Newlon

Newlon is a charitable, not for profit housing association founded in Hackney in 1968 in a time of pressing local need for decent and affordable housing. Our mission is to provide the high-quality affordable homes that people in London so badly need, and we believe that this is as important today as it was in 1968.

We remain rooted in our values - truthful; trusted; supportive; fair; quality; and safe, and they inform all that we do.

We are a fast-growing organisation, working in nine Boroughs across north and east London and providing around 8,500 homes. Over half of our homes are general needs for social rent and around a quarter are shared ownership and leasehold homes. We also have a portfolio of supported housing and homes for intermediate rent; the latter includes accommodation for the Royal Free Hospital in Hampstead.

In recent years we have been one of London's major providers of new affordable housing. In partnership with the GLA, we have delivered more than 1,200 new homes over the past 10 years. We provide a mix of affordable housing types. This includes low cost rented family housing, shared ownership homes to help people take a first step onto the property ladder, below market rates rented accommodation for key workers and a wide range of supported housing.

The current economic environment is a challenging one to be developing new affordable housing in London. Nevertheless, we remain committed to providing homes for those in need. We currently have over 500 new homes in our development pipeline. In addition, we are embarking on a major estate transformation project at the 650 home Barnsbury Estate in Islington, following overwhelming support from residents in a GLA estate regeneration ballot.

We have maintained our G1, V2 governance and viability ratings and despite the current challenging environment remain in a healthy financial position and in 2024/2025 the Group's financial turnover was £115 million. As a Group we employ over 600 people, and you can see the brilliance of London's diversity, across our staff teams at all levels. In addition, many of our workforce are also our residents. This means that the services we provide are being delivered and shaped by the people who rely on them. The inclusivity of our workplace is something we remain proud of and hugely committed to.

Our 2025 financial statements, annual report and ESG report will also be available towards the end of September, following their approval at our AGM.

[Regenerating communities](#)

We work in some of the UK's most diverse areas and are proud of our record of creating sustainable communities. We have been the lead social housing partner in several high profile and successful regeneration projects.

In the award-winning Arsenal Regeneration Programme, we worked in partnership with Arsenal Football Club and Islington Council to create a vibrant new community as part of the project that supported Arsenal's move from Highbury to the Emirates Stadium. Since 2005 we have built nearly 1,500 new affordable homes in the area. 50% of all new homes provided are affordable housing developed by us, the first time that such a high proportion has been achieved on a project of this scale in London.

At Hale Village we built 542 affordable homes and a new Group headquarters, which was opened in 2011, as partners in a £400 million scheme central to the rejuvenation of one of London's more deprived areas. The success of Hale Village has been a catalyst for the wider regeneration of Tottenham, and we are currently partners in the ongoing major regeneration of Tottenham Hale.

We are a GLA strategic partner, and our recent developments include 171 new affordable homes forming part of a high specification regeneration project in Goodman's Fields in Tower Hamlets; a new development on the edge of the Olympic Park; new affordable homes in Camden; and newly developed supported housing in Waltham Forest and Enfield. We are also partners in a major estate regeneration programme in Enfield.

We are committed to investing in our current stock and working towards our decarbonisation goals and to maintaining a sustainable balance between our mission to provide new homes for people in housing need and meeting the requirements of our existing residents.

Working with residents

We work in partnership with residents to design, manage and assess the services we provide. This includes providing a wide range of involvement and scrutiny initiatives ensuring residents are well represented within our Governance structure including sitting on Board & Resident Services Committee and Residents' Forum.

Our Trust Newlon initiative to improve residents' satisfaction with the services we provide, is a central part of our approach. Trust Newlon is starting to bear fruit with sustained improvements in residents' satisfaction and more residents' feeling that we treat them with respect and valuing our commitment to the neighbourhoods where they live.

Outward is our specialist care and support provider, employing around 450 staff who provide a range of specialist housing, care, and support services for people with learning disabilities, people on the autism spectrum, as well as vulnerable older and young people. Newlon remains committed to supporting the vital work Outward provides for the more vulnerable members of our community and we also aim to continue to develop new supported housing.

The Board

Aman Dalvi, Chair of the Newlon Board

Aman was appointed as Chair of the Newlon Board in December 2020. He is also a member of the People and Governance Committee. He has worked at very senior levels for many years and has been a chief executive of three organisations, including a London housing association. He has extensive experience of planning, regeneration and development. He was Executive Director of Development and Renewal at a London local authority, in addition to which he has worked for a house builder and a major real estate company. Aman was a ministerial appointment on the boards of English Partnerships and the Olympic Park Legacy Company. He is also served as a chair of several organisations which include the Anchor Trust and PA Housing. In 2000 he was awarded an OBE for services to housing.



Alison Muir, Newlon Board and Outward Board Member

Alison joined the Newlon Board and Outward Board in January 2023. She is also a member of the Residents' Services Committee. She is an accomplished Non-Executive Director with a combination of local authority, private sector, G15 housing association and homelessness charity sector experience. As a driven, dynamic senior leader who builds and nurtures diverse organisations, Alison creates and deploys effective change strategies and engages with stakeholders at all levels. She is proactive, innovative and a commercially focused leader with highly developed interpersonal skills both at an executive and operational level. She also has an Executive MBA

Blossom Shakespeare, Newlon Board and Chair of Access Homes

Blossom has been a Newlon resident since 2012 and joined the Newlon Board in August 2019. She is Chair of Access Homes. She also sits on the Residents' Services Committee and is a member of our Residents' Forum. As well as being Newlon's Member Responsible for Complaints Blossom has worked for her local council for the last 11 years in a variety of roles, mainly relating to social care. She currently works as a Business Support Officer, where she supports their Fostering and Adoption Recruitment Process. She is also a Deacon for her local Baptist Church. Blossom Shakespeare is our member responsible for complaints (MRC). It is her responsibility for complaints to support a positive complaint handling culture.



**Chris Cheshire, Newlon Board and Chair of Development Committee**

Chris joined the Board in July 2021 and is Chair of the Development Committee and a member of the Residents' Services Committee. He has over 24 years' experience as a board member and committee chair for several organisations. His Board roles fulfilled positions in development, asset management and DLO management as a specialist, and he has also covered risk and audit committee roles and chair of customer service services. He has a broad range of skills and a high-level knowledge of housing and finance issues and has been directly involved in supporting mergers for several registered providers and worked on two boards to help improve their grading.

Ed Ihejirika, Newlon Board and member of Development Committee and Group Audit & Risk Committee

Ed joined the Newlon board in December 2020. He is a member of the Group Audit and Risk Committee and the Development Committee. He is a strong advocate for community development, and places emphasis on learning, empowerment, diversity, and inclusion for achieving equality and social cohesion. He is an architect and development consultant with over 25 years post qualification experience in practise, architectural education, programme management and corporate facilities strategy. He established dcuk in 2009 to work closely with clients on bespoke architectural assignments. As well as running the practise, he teaches on the Postgraduate Diploma in Professional Practice in Architecture course at the University of Westminster and is a member of the Green Register of construction professionals who seek to build more sustainably. He is a contributor to the book "White Papers Black Marks" edited by Leslie Lokko. Ed presently chairs the trustee board of the Selby Trust, a Tottenham based community development charity.

**Geoff Pearce, Newlon Board, Chair of NewlonBuild and member of the Development Committee**

Geoff joined the Newlon Board in November 2024 as a member of the Development Committee. He is currently the Chair of NewlonBuild. Geoff brings with him a wealth of knowledge and experience within the housing, construction and property management industries. He has worked at executive level for 16 years and has extensive experience of successfully leading multi-disciplinary teams. He demonstrates excellent communication, negotiation and relationship management skills. Geoff also has his own consultancy business, and he has advised and worked with various organisations such as Bromford Housing Association, Tottenham Hotspur Football Club and Criterion Capital Ltd.

Jane Everton, Newlon Board and Chair of Outward

Jane joined us as a Newlon Board member and Chair of Outward, our care and support partner organisation, in September 2022. Jane is also part of the People and Governance Committee. Jane is a former senior civil servant with 38 years of public sector experience and principal interests in social policy and housing, particularly in homelessness and supported housing. As a recognised national leader in housing, planning and social policy, she has a track record of delivering complex national policy, legislation and major corporate change. Most recently Jane served as Deputy Director for the Social Housing Department for Levelling Up, Housing, Communities and Local Government where she helped to deliver the Social Housing White and Green Papers, a key element of the Government's response to the Grenfell tragedy, working with residents in social housing around the country. Jane was awarded a CBE for public services in the Queen's Birthday Honours in June 2015.

**Keith McLeod, Newlon Board, Access Board and Chair of Group Audit & Risk Committee**

Keith joined the Newlon Board in December 2023. He is the Chair of the Group Audit and Risk Committee, and he is also part of the Access Board. He is a qualified accountant, and an experienced Non-Executive Director who has specialised in the financial services industry for the majority of his career. Prior to his retirement from full time employment, Keith was a Chief Finance Officer, Board member and regulated person in the UK Banking sector for 12 years. Keith is currently a Non-Executive Director of Melli Bank. He brings expertise in a risk management, financial reporting and strategic leadership to the Newlon Board and is keen to utilise his expertise for the benefit of others.

Peter Cogan, Newlon Board and Chair of the Resident Services Committee

Peter joined the Newlon Board in January 2023 as Chair of the Resident Services Committee. He is also a member of the Access Board and the Group Audit and Risk Committee. His expertise lies in identifying customer needs and implementing strategies to deliver them. He has a wealth of experience to draw upon, from roles in a range of key service industries in the UK, Ireland and abroad, including the housing industry. Peter has held many director level roles, including the Executive Director of Customer Services at the Richmond Housing Partnership Group and interim Director of Customer Operations at Optivo, focusing on improving operational performance and rebuilding colleague engagement. His current role is Executive Director at Watford Community Housing.



The Executive team

Ruth Davison, Group Chief Executive

Ruth joined us In June 2025 from her most recent role as Chief Executive of Islington and Shoreditch Housing Association (ISHA) and having previously worked at the National Housing Federation as Director of Policy and External Affairs.



Ezinne Ogbonna, Business Development Director

Ezi joined Newlon in 2006 and was promoted to the role of Business Development Director in 2018. She previously worked in housing development at Gateway Housing Association. She has overseen many of Newlon's major development projects including working on the award-winning Arsenal and Hale Village regeneration programmes.

Nicky Boland, Chief Executive Officer of Outward

Nicky took over as Outward's CEO and Newlon's Director of Supported Housing in November 2021. Nicky has worked in adult social care for over 30 years, managing registered care homes and supported housing for people with learning disabilities before moving over to a range of senior and executive quality assurance and business development roles. Nicky reports directly to Ruth Davidson and is part of the Trust Executive Team.



Sarah Shaw, Housing Services Director

Sarah joined Newlon in December 2021 from Octavia Housing, where she was Director of Homes, Care and Communities. She also has extensive previous director level experience with East Thames and Family Mosaic. Sarah is our senior lead accountable for complaint handling and for compliance with consumer standards. It is her responsibility to assess any themes or trends to identify potential systemic issues, serious risks, or policies and procedures that require revision.

Surjit Dhande, Group Finance and Resources Director

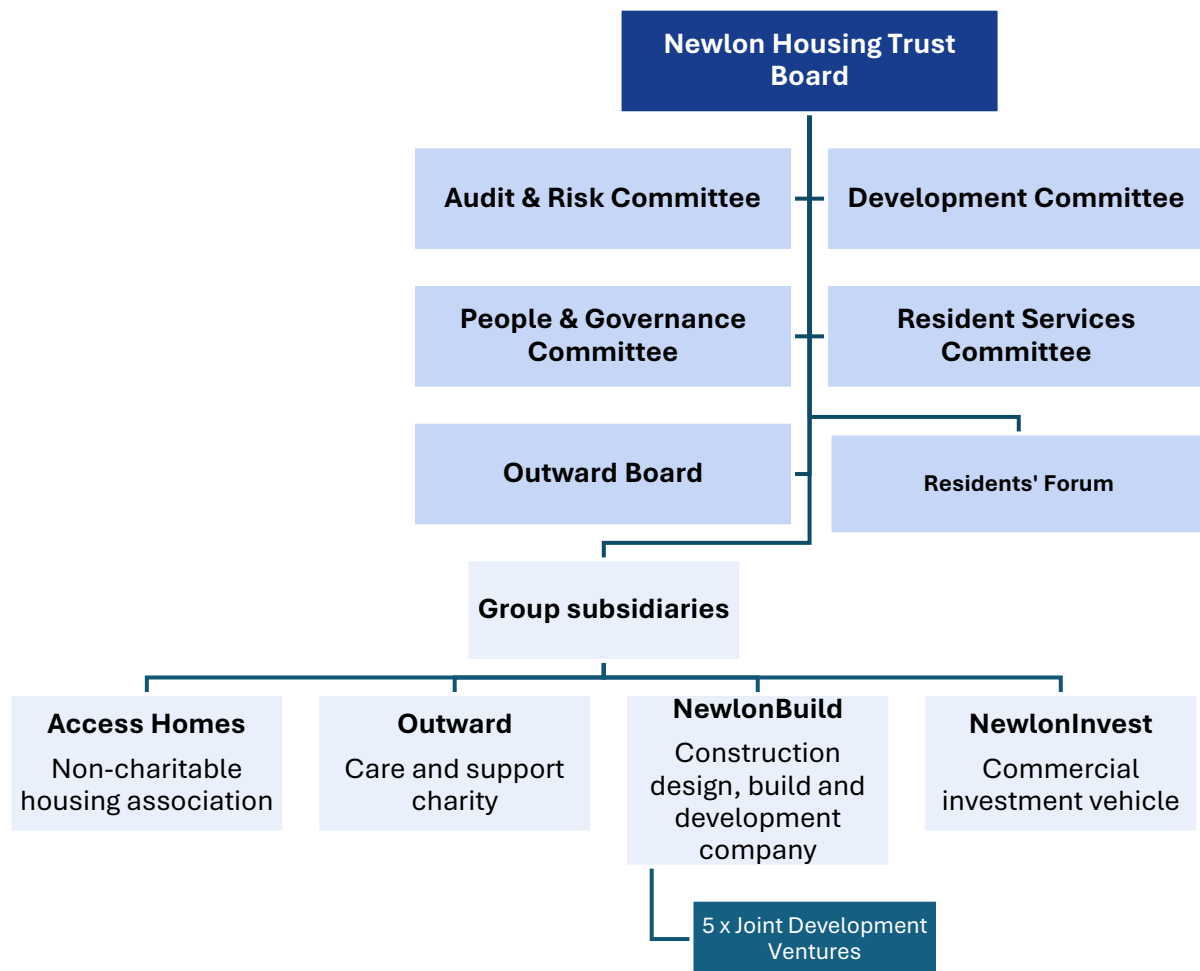
Surjit joined us in July 2017 from Cambridge Housing Group, where he had been Group Finance Director since 2011. He has been a director at two other housing providers and was Deputy Director at Network for seven years. He was also Outward's first ever Finance Manager, long before they joined the Newlon Group. He also has a non-executive role at Barnet Homes.

**Symon Sentain, Property Services Director**

Symon joined Newlon in June 2014 and appointed Property Services Director in March 2021. He leads the Property Services Department, which covers the areas of building services (compliance), Repairs (day to day), special projects (major latent defects), and strategic asset management (cyclical/planned maintenance, insurance, disposals and commercial property management). Symon is an experienced property professional who has worked at a senior level in various roles for many years. He is also our organisational lead for health and safety with overall responsibility for compliance. Symon has worked at chief executive, executive director and programme director level at a number of property development, housing, and regeneration companies.



Group structure



Role profile

Accountable to: Newlon Chair and Board

Role purpose

To take overall responsibility for strategic direction, effective performance and sound governance across the Newlon Group. Taking individual and Board-wide responsibility for determining the strategy and overseeing the delivery of Newlon Housing Trust services, ensuring financial viability, identifying and managing risks effectively, and ensuring proper governance in accordance with regulatory and other requirements.

All Board members, whether executive or non-executive, share responsibility for its decisions. At a Newlon Board meeting each Board member should vote only in the interests of Newlon and not on behalf of any constituency, interest group or subsidiary. Board members should put the interests of the organisation before their own interests. Management – that is the implementation of Board policies – is delegated to staff.

Key relationships

External: Lenders and funders; regulators and inspectors; community and neighbourhood leaders; partners and contractors; regional and local authority members/staff; other HA board members and executives; MPs, Government, civil servants; local, national and trade press.

Internal: Board members; subsidiary Board members; Chief Executive and senior management team; other staff; residents and service users.

Key responsibilities

1. Leadership and direction

- 1.1 Define the vision and values of the organisation and ensure that these are realised and upheld.
- 1.2 Define the direction of the business.
- 1.3 Ensure clear accountabilities and communication within the Group and monitor the activities of all parts of the Group.
- 1.4 Maintain a clear service user and community focus.
- 1.5 Support the Chair in providing strategic leadership and creating a positive climate among the Board team which fosters constructive challenge to assumptions about the business.
- 1.6 Review Board composition, performance and succession plans regularly.
- 1.7 Appoint the Chair.

2. Strategic development

- 2.1 Set the key strategic objectives and determine the strategic aims and outcomes required.
- 2.2 Drive the development of the corporate business plan, providing constructive challenge and contributions to co-create and ensure the effectiveness of the plan.
- 2.3 Approve an annual business plan, budgets for both revenue and capital expenditure and treasury strategy that support the achievement of the corporate strategy and plan.
- 2.4 Establish a framework for approving and regularly reviewing policies and plans to achieve business objectives.
- 2.5 Ensure that all assets are managed efficiently and effectively, and capacity is properly utilised, so as to maintain longer-term viability and sustainability of the organisation and its homes.
- 2.6 Establish and oversee a framework for the identification, management and review of risks, including agreeing risk capacity and tolerance.
- 2.7 Contribute to the review and evaluation of strategic risks in both the external and internal environments and receive regular reports on these and emergent risks.
- 2.8 Ensure that a positive culture of managing opportunities, threats and uncertainties is embedded throughout the organisation.
- 2.9 Determine policies and decisions on all matters that might create a significant financial or other risk to the organisation, or which raise material matters of principle.
- 2.10 Setting and reviewing Health & Safety policy.

3. Internal controls framework

- 3.1 Establish and oversee a framework of delegation and systems of internal controls.
- 3.2 Draw up a schedule of significant matters specifically reserved for the Board's decision.
- 3.3 Obtain systematic information that provides assurance on the effectiveness of internal controls.

4. Performance monitoring

- 4.1 Regularly review and monitor performance in relation to Newlon's corporate and other plans, budgets, controls and decisions.
- 4.2 Obtain and consider performance information in relation to customer and stakeholder feedback and benchmark against comparable organisations and activities.

5. Probity and integrity

- 5.1 Approve each year's accounts prior to publication.
- 5.2 Obtain assurance that Newlon's affairs are conducted lawfully and in accordance with generally accepted and specific standards of reporting, performance and probity.
- 5.3 Ensure Newlon's compliance with all relevant regulatory requirements and with the NHF's Code of Governance 2020.

6. Transparency and openness

- 6.1 Oversee a policy about access to information and documentation and review regularly Newlon's openness arrangements, taking account of further good practice developments.
- 6.2 Establish Newlon's policy for communicating with, and involving, residents and others in the community about its work and performance.
- 6.3 Establish Newlon's policy for shareholding membership.

7. Ambassadorial role

- 7.1 Promote Newlon and Outward at key events and other meetings, and establish constructive, high-quality relationships with key current and potential partners and stakeholders, both internal and external.
- 7.2 Monitor, safeguard and enhance Newlon's and Outward's reputation.

8. Executive and management arrangements

- 8.1 Appoint the Chief Executive and approve his/her salary, benefits and terms of employment.
- 8.2 Be represented and/or participate in the appointment of key directors.
- 8.3 Ensure there are appropriate policies and systems to recruit, develop, retain and remunerate staff.

No Board role profile can cover every issue which may arise. As such, the postholder is expected to be flexible in carrying out the role requirements.

Person Specification

Role specific requirements for this vacancy

- A social housing finance professional, ACA, ACCA, ACMA, CIPFA qualified.
- A track record of operational and strategic financial leadership, working at a senior level in a medium to large Registered Provider.
- Prior Board or Committee experience would be advantageous, alongside a strong understanding of good governance.
- High level of business acumen, able to make sound judgements and take robust commercial decisions within the context of the organisation's overall interests.
- Experience of working on complex partnerships, regeneration, or long-term investment programmes would be particularly valuable.

Core competencies for all Board members

Analytical skills	Able to analyse and integrate complex issues and focus on the core.
Communication	Able to communicate clearly combined with good listening skills.
Decision making	Able to weigh issues and make balanced and reasonable decisions at a strategic level, in concert with others, for the benefit of the organisation.
Influencing and negotiation	Able to influence others and negotiate with them.
Leadership and motivation	Able to lead and motivate effectively.
Performance management	Able to establish clear aims and objectives and ensure regular review and feedback on Newlon's performance against both financial and non-financial measures.
Numeric/financial awareness	Has high level of numeracy combined with financial awareness.
Representation	Able to represent Newlon externally to partners and other stakeholders.
Risk consciousness	Conscious of risk and able to seek assurance that risks are being managed effectively, integrating risk assessment into mainstream business.
Strategic approach	Able to take a strategic approach. Understands the wider environment in which Newlon operates and contributes to the development of Newlon's strategy and business plan.
Working with others	Appreciates and respects the views of other. Works well with people from a diverse range of backgrounds.

Personal attributes and approaches

- Personal values align to the ethos and purpose of Newlon.
- Maintains high standards of integrity.
- Committed to continuous improvement and high standards of governance.
- Committed to equality, diversity and inclusion.
- An effective team player, provides support and challenge.
- Exercises good judgement, comfortable in being accountable and holding others to account

Key terms and conditions

Remuneration:

The role is remunerated at £7,116 per annum. This covers being a Board member and a member of the Group Audit & Risk Committee.

You will receive a quarterly allowance to cover your reasonable expenses in fulfilling your role. Please note HMRC has deemed Newlon House as the place of work for Board members and no travel expenses are paid for meetings at Newlon House.

The appointment:

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

Time Commitment:

Typically, each year there are four Newlon Board and four Audit & Risk Committee meetings. There are also two overnight strategy days in the year, as well as a number of Board workshops, and there are likely to be ad hoc events, training and working groups.

Overall, we estimate that the time commitment for the role is around 2 days per month. This is likely to feel busier at the beginning with induction.

Meetings are generally held late afternoon/early evening, usually finishing no later than 20:30.

Visibility in the role is key, particularly across our operating environment and our key stakeholders.

Location:

Our Group Head Office is at Newlon House, 4 Daneland Walk, Hale Village, London, N17 9FE, just around the corner from Tottenham Hale under/over ground station.

Board and Committee meetings take place in-person at Newlon House. But other ad hoc meetings may take place via Zoom.

Board Calendar

Newlon Board	Group Audit & Risk Committee	Development Committee	Resident Services Committee	Residents' Forum	People & Governance Committee
Weds 16 th July	Weds 3 rd Sept	Friday 5 th Sept	Tues 9 th Sept	Weds 3 rd Sept	Tues 9 th Sept
Weds 24 th Sept + AGM	Weds 12 th Nov	Thurs 4 th Dec	Tues 25 th Nov	Weds 5 th Nov	Weds 19 th Nov
Weds 10 th Dec					

Specific meeting dates for the 2026 calendar year will be set in September.

However, a typical Newlon meeting calendar would include Board Planning Workshops in January and February, Group Audit & Risk Committee meetings in March and June, and full Board meetings in March and July.



Key dates and selection process

Closing date | Friday 15th August 2025

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

First Stage | Friday 22nd August 2025 | via Teams

Longlisted candidates will be interviewed by a Campbell Tickell panel, Bill Barkworth, Senior Associate Consultant and Debbie Bannigan, Senior Associate Consultant.

We will be in touch to let you know the outcome of the interview at the end of the following week.

Final interviews | Thursday 4th September (afternoon) | in-person | Newlon House

Shortlisted candidates will be interviewed by a Newlon panel, chaired by Aman Dalvi (Group Chair) with Keith McLeod (Chair of the Group Audit and Risk Committee) and Jane Everton (Chair of the People and Governance Committee. Ruth Davison (Group Chief Executive) and Bill Barkworth (Senior Associate with Campbell Tickell) will also be in attendance.

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

Media advertisement

Board Member & Member of Group Audit and Risk Committee



£7,116 pa | London

At Newlon, we're committed to delivering good-quality services and genuinely affordable homes that make a real difference to people's lives. Our work is rooted in north and east London, where we've been supporting local communities for over 50 years.

We focus on what matters: providing safe, decent homes, helping people who need extra support, and playing our part in promoting cohesion and wellbeing in the neighbourhoods we work in. We know that good housing is about more than just bricks and mortar – it's about giving people the foundations to get on in life.

We're looking for a qualified accountant with experience in social housing finance to join our friendly and focused Board. Ideally, you'll bring previous Board or committee experience, but just as important are your people skills and a commitment to working inclusively and collaboratively.

If you share our values and want to be part of an organisation that's grounded in the communities it serves, this could be a great opportunity to contribute your skills and make a difference.



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 Friday 15th August 2025 | 9 am

**CAMPBELL
TICKELL**

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