

Board Members

Recruitment Pack

July 2025

Your application

Thank you very much for your interest in this Board Members post at Dérive RP Ltd. 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 Dérive RP 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, 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 Friday 15th August 2025 (9am). 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 363 803

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Welcome to Dérive RP Ltd

Dear Candidate,

Thank you for your interest in joining the Board of Dérive RP Limited at this exciting and pivotal moment in our journey.

We are a young, ambitious Registered Provider (RP) with a clear social purpose and an unwavering commitment to delivering genuinely affordable, high-quality homes for the people of Salford. Having now established a portfolio of nearly 300 homes—with a strong pipeline set to double that number—we are looking ahead to a bold target: delivering 3,000 homes over the next decade, through both Dérive RP and the wider Dérive Group.

Our vision is not just about numbers. It's about creating sustainable communities, supporting economic inclusion, and improving quality of life. We're passionate about place-making and long-term stewardship, ensuring that the homes we provide remain fit for the future—socially, environmentally, and economically.

As we grow, so must our governance. We are now seeking two new Board Members to strengthen our expertise and support our continued development. We are particularly looking for:

- A financial expert, ideally with experience in housing finance or development (though this is not essential), and
- A housing or asset management professional, with insight into operational delivery and resident-focused services.

You will be joining a dynamic and skilled board that is united by shared values and a real sense of purpose. We are proud to be doing things differently—combining local authority leadership, community focus, and commercial discipline to deliver long-lasting impact.

If you are inspired by our ambition and believe you can contribute to our next chapter through effective, values-driven governance, we would be delighted to hear from you.

Warmest regards,

Robin Lawler

Robin Lawler - Chair of the Board
Dérive RP Limited

About us

There are significant housing challenges in Salford. The need for more affordable housing is being driven by rising private sector rents and declining affordability across the housing market. The latest Strategic Housing Market Assessment (2024) identified an annual shortfall of 809 affordable homes per annum with over 5,000 households registered on the City's housing register and an average of 150 bids per affordable home advertised.

In response to this unequivocal need for more truly affordable homes in the city, Salford City Council established Dérive Group Co. a stand-alone development company which is wholly owned by the Council, with a 417 unit scheme approved and under development.

Dérive RP Ltd was then established in 2020, gaining registered provider status in 2023, and sits as a subsidiary of Dérive Group Co. Dérive RP Ltd is here to deliver a financially viable and socially inclusive programme of affordable homes that prioritises Social Rent provision while maintaining a balanced tenure mix aligned with need, demand, and funding availability.

There is a recognition that regeneration is a complex process, and housing is only one factor in that process. Taking a place-based approach to an area means considering all of its amenities: locally based skills, infrastructure, facilities and culture. But housing is perhaps the most powerful tool in the transformation of a community. We feel strongly that housing is a tool which must be used responsibly and with clear purpose. Lost opportunities or poor decisions can set the delivery of affordable housing back, and potentially in ways that can impact upon generations to come.

At Dérive RP our hands-on decision-making as a Board means that we can better control what gets built, where, and for whom, based upon a direct response to need. And being part of a family of organisations under the umbrella of Group Co. means that we can influence the house building of others too. Co-production and inclusion remain important to us, as we plan for a coherent vision of Salford's housing future.

For further details on Dérive RP Ltd you can visit our website [here](#)

You can view our team [here](#)

Our governance structure can be viewed [here](#)



Role profile

Responsible to: the Dérive RP Board Chair

Role purpose:

- Support the Chair in providing strategic leadership at Board level to ensure Dérive RP delivers on its ambitious business plan to expand and manage a growing portfolio of high-quality, truly affordable homes in Salford—targeting 3,000 new homes over the next decade—while maximising social value and long-term sustainability.
- Perform effectively in the context of the Board’s good governance role, meeting the highest standards in conduct and probity.
- Contribute to a collaborative culture across the Board to ensure an effective and accountable decision making, performance management and compliance infrastructure.
- Ensure that the interests of our key stakeholders, including Salford City Council, as our sole shareholder, and the residents in the borough, are appropriately reflected in strategic decision making.
- Be an ambassador for Dérive RP, representing and promoting the organisation as needed by the Chair, to ensure we are well-positioned to influence and advocate in accordance with our goals.
- As a Registered Provider regulated by the Regulator of Social Housing, Board Members must ensure compliance with the consumer and economic standards.

Key duties:

1. Strategic leadership

- 1.1 Oversee accountability for the direction and control of the organisation working in collaboration with the Chair and the rest of the Board in setting objectives and driving delivery.
- 1.2 Work to support a framework where there is a constructive relationship with Salford City Council, ensuring mutual respect and accountability, in accordance with the Group Co. shareholder agreement.
- 1.3 Set a positive leadership and Board culture.

2. Good governance

- 2.1 Work as a Board member to act within required governing instruments such as memorandum and articles; code of governance; code of conduct; standing orders; delegated powers; and any other agreed relevant good governance standards.
- 2.2 Work to Board agendas which reflect the key responsibilities of the Board for strategic direction, performance scrutiny and business assurance.
- 2.3 Participate in meetings with high quality debate, contributing to consensus, encouraging the participation of others to take collective ownership of decisions and necessary monitoring.

- 2.4 Be well prepared for meetings, digesting relevant, timely and accurate information to support your good governance role.
 - 2.5 Ensure that the Board carefully considers any professional advice that has been commissioned.
 - 2.6 Contribute to keeping the governance culture and mechanisms under review, supporting the Chair in taking action to drive improvements and effectiveness as needed, including succession planning for the recruitment of new members.
 - 2.7 Support a robust and engaging performance management framework for Chair and individual/collective Board member appraisal, including continued training and development.
- Support the Board to actively understand the respective roles of Board and management, so that they maintain a necessary strategic and operational distinction.
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3. Driving performance

- 3.1 Understand and support the organisation's compliance with the Regulator of Social Housing's standards—particularly in value for money, rent setting, governance, and tenant engagement.
 - 3.2 Work within a robust business assurance and risk management framework that supports compliance with all legal, statutory and regulatory obligations.
 - 3.3 Ensure financial viability of Dérive RP by ensuring effective business planning and value for money considerations.
 - 3.4 Role model the commitment to consideration of equality, diversity and inclusion matters as part of good decision making.
 - 3.5 Promote a culture of innovation and learning, help keep the Board open to new ideas and fresh perspectives.
 - 3.6 Champion high performance management to ensure Dérive RP delivers on its targets for new homes delivery, within agreed funding arrangements, and in line with agreed quality standards.
 - 3.7 Ensure the Board's decision making is informed by the borough's residents, through their feedback, engagement and scrutiny activities.
 - 3.8 Be visible across the organisations' operating locality as needed by the Chair, engaging with key stakeholders as required.
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Person specification

Experience and knowledge:

- Good governance knowledge, prior Board experience is not essential.
- Insightful about Board and Executive roles and relationships, understands this interface to support an effective framework of decision making and accountability.
- Has a background in social housing development or management.
- Is passionate about how good quality and affordable housing can make *the* difference in people's lives is essential.
- Appreciates the challenges and opportunities for Salford and its people, with respect of the social, economic and political environment. A connection to the area would be an advantage.
- For one of the two roles, strong financial expertise is required—this could include experience in treasury, audit, investment, or housing finance.
- For the other, significant experience in housing or asset management is essential, with an understanding of compliance, building safety, or resident services.

Skills and abilities:

- A visionary and strategic leader, who inspires and is a strong team player.
- Excellent communication and interpersonal skills, with an approachable and engaging style.
- Appreciates the workings of local government.
- Good negotiator and influencer, able to work intuitively across various professional relationships.
- Sound commercial and financial acumen, able to interpret data and information.
- Able to contribute to the management of risk without being risk averse.
- Able to make sound and balanced judgements, and is comfortable with being held to account for those.
- Able to listen to a wide range of contributions, challenge constructively and achieve consensus in collective decision making.

Attributes and behaviours:

- Acts in alignment to vision, values and objectives.
- Champions the rights of residents to be involved and be influential.
- Acts with integrity, places a high premium upon transparency and probity.
- Proactively demonstrates a strong commitment to equality, diversity and inclusion.
- A collaborative style that commands respect and confidence.
- Has the necessary time commitment and capacity for the role.

Key terms and conditions

Position:

Board Member

Remuneration:

The remuneration for the role is £3K per annum, plus travel expenses.

Time Commitment:

The estimated time commitment for the Board member role is around one to two days a month.

This covers preparation for and attendance at six board meetings a year, the AGM, strategy days, ad hoc events, and regular engagement with key colleagues outside of the meeting cycle.

Terms of Office:

The tenure length for a Board member is three years. This can be renewed subject to a satisfactory appraisal and the Board's skills requirements at the time. All members are restricted to a maximum of six years' continuous service (i.e. two terms, each of three years).

Location:

Face to face meetings typically take place at the Civic Centre, Chorley Road, Salford but operate with a mix of digital and in-person meetings.

There may be occasional travel to attend events outside the region.

The next board meeting is scheduled for Monday 6th October 2025. Further dates to be advised but meetings will take place end November/early December 2025, February 2026 and April 2026.

Key dates and the selection process

Closing date: Friday 15th August 2025 (9am)

The client meeting to agree longlisted candidates will take place the following week. We will be in touch to let you know the outcome of your application by Friday 22nd August 2025.

First interviews: Thursday 28th August and Wednesday 3rd September 2025

Longlisted candidates will be interviewed virtually by a Campbell Tickell panel:

- Kelly Shaw - Senior Recruitment Associate
- Alice Morris - Recruitment consultant

Considering the summer holiday period, we will provide a variety of interview dates to ensure flexibility.

Final interviews: w/c 22nd – 29th September 2025 (dates and times will be confirmed nearer the time)

Shortlisted candidates will be interviewed by a Dérive RP Ltd panel comprising;

- Robin Lawler – Chair Dérive RP
- Alan Caddick - Salford City Council
- Additional Dérive RP Board Member
- Kelly Shaw at Campbell Tickell will also be in attendance

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



Board Members

£3K per annum (plus expenses)

North West

Join Dérive RP on a Journey of Sustainable Growth and Social Impact

Dérive RP Limited is an ambitious, values-led Registered Provider (RP) that has made remarkable progress in a short time - managing close to 300 homes and poised to double that figure through a strong and expanding development pipeline. As part of the wider Dérive Group, we're playing a pivotal role in tackling the housing crisis in Salford and Greater Manchester, with a bold vision to deliver 3,000 high-quality, affordable, and sustainable homes over the next decade.

Our focus is long-term, strategic, and rooted in delivering real community benefit. We're not just building homes - we're creating opportunities, places, and futures.

To help us drive this vision forward, we're seeking to appoint two new Board Members who can bring fresh perspective and specialist expertise to support our next phase of growth.

We're looking for:

- A finance professional who brings strong strategic and analytical skills. Experience in housing finance or development is welcome but not essential.
- An asset or housing management professional, with strong operational insight and a passion for delivering exceptional resident experience and value for money.

You will join a skilled and committed board at an exciting moment in our journey- contributing to the strategic leadership of a dynamic organisation with clear social purpose, high ambitions, and the energy to achieve them.

If you're passionate about affordable housing, sustainability, and governance that makes a difference, we'd love to hear from you.

Download an information pack at www.campbelltickell.com/jobs or for a confidential discussion please contact **Kelly Shaw** on kelly.shaw@campbelltickell.com or call **07900 363 803**.

Closing Date: Friday 15th August 2025 at 9am.

CAMPBELL TICKELL

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