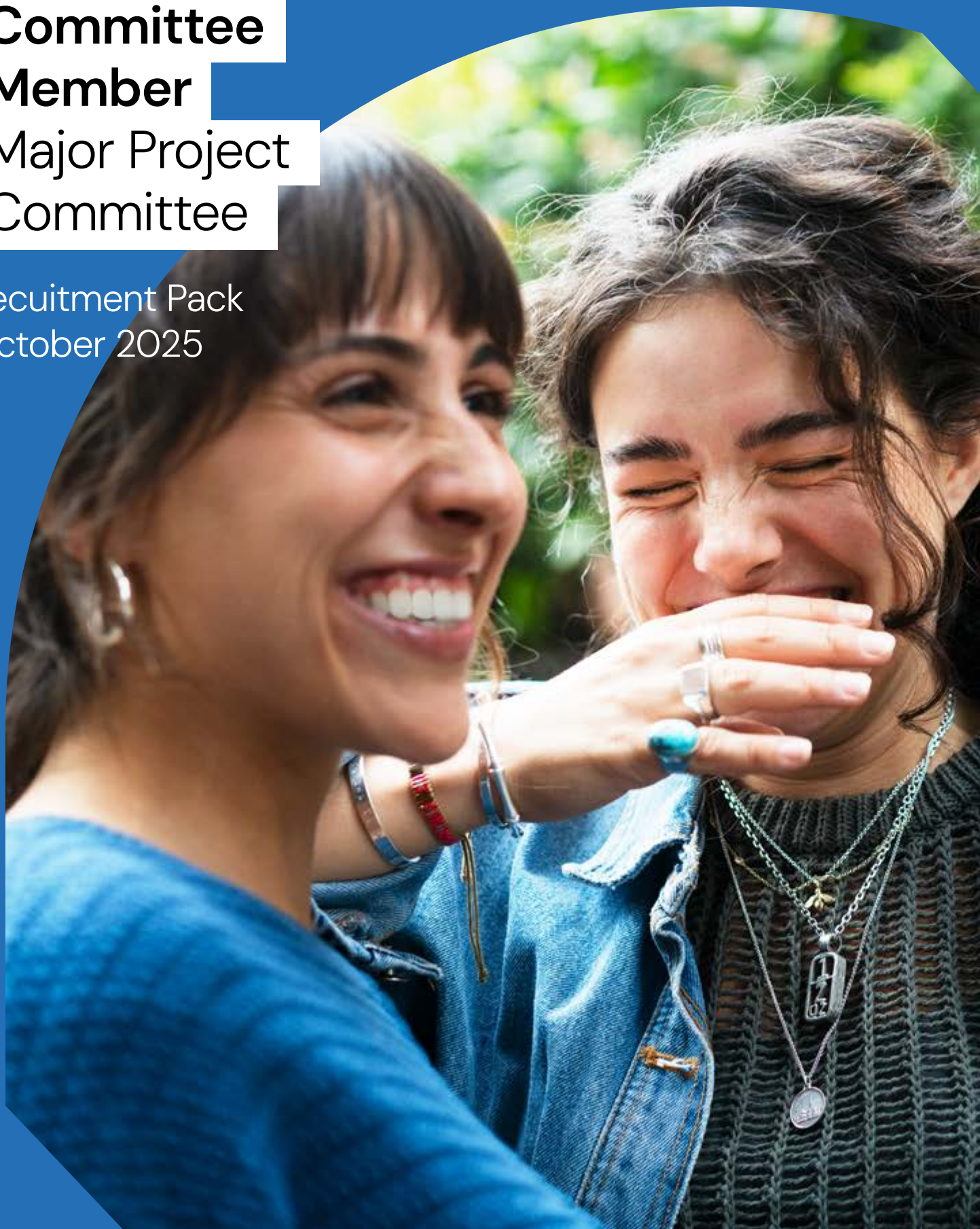


**Independent
Committee
Member
Major Project
Committee**

Recuitment Pack
October 2025



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£1.1m

additional
surplus on first
tranche shared
ownership
sales



Your Application

Thank you very much for your interest in this Committee Member post at Sovereign Network Group. 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 one of us, so that we can talk through your offer and get a sense of how that aligns to what Sovereign Network Group 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 supporting 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, or maximum 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 **9am on Thursday, 13th November**. Please ensure we receive your application in good time.

Do contact one of us 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,

Hayley Sheldon

Search Consultant, Campbell Tickell

07931 432070

hayley.sheldon@campbelltickell.com

Jim Green

Head of Executive Search and Selection,
Campbell Tickell

jim.green@campbelltickell.com

£9.2bn

will be invested in
new and existing
homes





Welcome to Sovereign Network Group

Dear Candidate,

Thank you for taking the time to find out about Sovereign Network Group, I am very pleased you are considering joining the organisation as an Independent Member of the Major Projects Committee.

This is an important and inspiring time to be part of SNG. We are one of the UK's largest and most ambitious housing associations, operating with a single-minded focus on our purpose, to provide good, affordable homes as the foundation for a better life for our residents and communities. With significant financial strength, a clear strategic direction, and an ambitious development and regeneration program – we had the second biggest number of starts last year, and have the second largest pipeline in the sector over the next five years – SNG is positioned to have a transformational impact on social housing delivery in the years ahead.

The Major Projects Committee is at the heart of this ambition. Our role is to provide oversight, challenge and assurance across SNG's most significant investments and regeneration programmes – schemes that will shape communities for generations. We scrutinise the business cases, risks and value propositions of major projects, ensuring they are grounded in strong governance, clear strategic rationale, and a focus on quality and sustainability.

Since joining the Board at SNG earlier in 2025, I have been really impressed by the passion of the team and calibre of the work that the organisation delivers. As Chair of the MPC, I aim for the Committee to strike the right balance between ambition and prudence – supporting SNG's executive team to deliver exceptional results while maintaining the rigour and discipline that major capital programmes demand.

We are now looking to appoint a new Independent Member to join the committee. This person will bring significant experience of large-scale development or investment projects, and the ability to scrutinise and challenge the plans that come before the committee to help ensure we make the right decisions and



recommendations. Beyond technical expertise, we are looking for curiosity, clarity of thought, and a genuine commitment to SNG's social purpose.

If you share our belief that housing is about more than bricks and mortar, that it's about opportunity, community and lasting impact, then this could be an excellent opportunity to contribute your skills and insight at the highest level of governance.

Thank you again for your interest. I hope this recruitment pack gives you a sense of the importance and purpose of the Major Projects Committee, and the difference you could help make by joining us. Please contact our retained recruitment partner Campbell Tickell to learn more about the role.

With best wishes,

Jon Milward

Jon Milward
Chair of the Major Project Committee

About Sovereign Network Group

We are SNG, providing good, affordable homes and creating thriving communities over generations. Sovereign Network Group (SNG) owns 85,000 homes and provides services to 210,000 customers across the South of England and London.

Everything we earn, we reinvest so that our customers, now and in the future, have a sustainable home in a thriving community. As well as investing in our communities and those we already serve, we aim to create thousands of new homes every year, with an ambitious target of building 25,000 homes over 10 years.

Vision, mission, and values

Our purpose is to provide good, affordable homes: the foundation for a better life.

Our vision is thriving communities, over generations.

Our Values support our vision, shape our culture and describe what makes us different. They guide the way we make decisions and work with our customers, colleagues and stakeholders:



Play your part



Lead by example



Always take action



Committed to customer



Everyone matters

The Major Projects Committee (MPC)

The Committee's remit includes the scrutiny of major projects involving the remodelling, rehabilitation, regeneration and disposal of existing homes owned by SNG as well as the development of new homes including approval and monitoring of all land acquisitions required to facilitate any new development project.

The MPC monitors delivery of the Investment Strategy, overseeing all major and complex development, commercial and asset management schemes of all tenures including social and affordable rent, shared ownership, market rent or open market sale.

In addition, the Committee scrutinises new group-wide development hurdle rates and assumptions, recommending them to the Board for approval, as well as monitoring the development of joint venture partnerships entered into by SNG, ensuring regular updates are supplied to the Board and emerging risks escalated as required in a timely manner.

Additional Information

- Profiles of our Board members are available [here](#), and of our Executive Board [here](#).
- Read the SNG Corporate Plan 2023–26 [here](#).
- Read our Annual Report and Financial Statements 2025 [here](#).
- Browse an overview of some of our key development projects [here](#).

79%

of job vacancies filled by new employees



Role profile

Role Purpose

- Committee Members play a vital non-executive role in supporting effective governance and strategic oversight at SNG. While not members of the main Board, Committee Members contribute their specialist expertise, insight, and judgement to the work of Board Committees, helping to ensure strong oversight, assurance, and alignment with SNG’s corporate purpose.
- They act as independent advisors, providing constructive challenge and guidance to the Executive, supporting delivery of strategic goals, and helping SNG uphold high standards of governance and performance in the areas delegated to each Committee.

Key tasks

Governance & Assurance

1. Support the Committee in delivering its Terms of Reference, providing expert insight into relevant areas such as finance, development, risk, customer experience, or ESG.
2. Provide independent scrutiny, constructive challenge, and assurance on reports, proposals, and performance metrics.
3. Contribute to Committee discussions with a focus on risk management, regulatory compliance, and long-term impact.
4. Help ensure that decisions and recommendations made at Committee level are well-informed, inclusive, and aligned with SNG’s values and strategic objectives.

Strategic Insight & Contribution

5. Offer insight into relevant markets, trends, and innovations, helping shape Committee thinking and planning.
6. Provide strategic guidance and external perspective to support informed decisions and long-term value creation.
7. Engage with SNG’s purpose and social mission to ensure Committee work reflects both commercial and community priorities.

Support & Challenge

8. Act as a “critical friend” to the Executive, supporting ambition while constructively challenging assumptions and direction.
9. Offer expertise, mentorship, and support to senior leaders and programme leads where appropriate.
10. Help identify potential risks, opportunities, or blind spots within the Committee’s remit.

Values & Culture

11. Role model SNG’s organisational values and behaviours through Committee participation
12. Encourage a culture of inclusion, collaboration, transparency, and respect within the Committee and wider organisation.
13. Champion customer voice and ensure decisions reflect the lived experiences of the people SNG serves.
14. Strengthen SNG’s reputation, relationships and impact within the communities it serves.

Person specification

Knowledge & Expertise

- a) Deep knowledge in one or more of the following areas: property development, regeneration, capital investment, or sustainability.
- b) Understanding of corporate and/or committee governance, assurance processes, and non-executive responsibilities.
- c) Awareness of political, economic, and social issues affecting housing and community development.
- d) Knowledge of relevant regulatory frameworks and good practice in the social housing or public service sectors.

Experience

- e) Significant senior or specialist experience in a relevant field, ideally gained within a complex, customer-focused, or regulated environment.
- f) Experience advising or supporting Boards, Committees, or senior leadership teams.
- g) Familiarity with strategic planning, investment decision-making, transformation, or performance oversight.
- h) Proven ability to contribute to group discussions and make evidence-based, balanced decisions.

Skills

- i) Strong analytical and strategic thinking; able to understand complex information and ask the right questions.
- j) Confident communicator with the ability to challenge supportively and engage others constructively.
- k) Ability to work as part of a team, valuing different perspectives and encouraging inclusive dialogue.
- l) High levels of integrity and accountability.

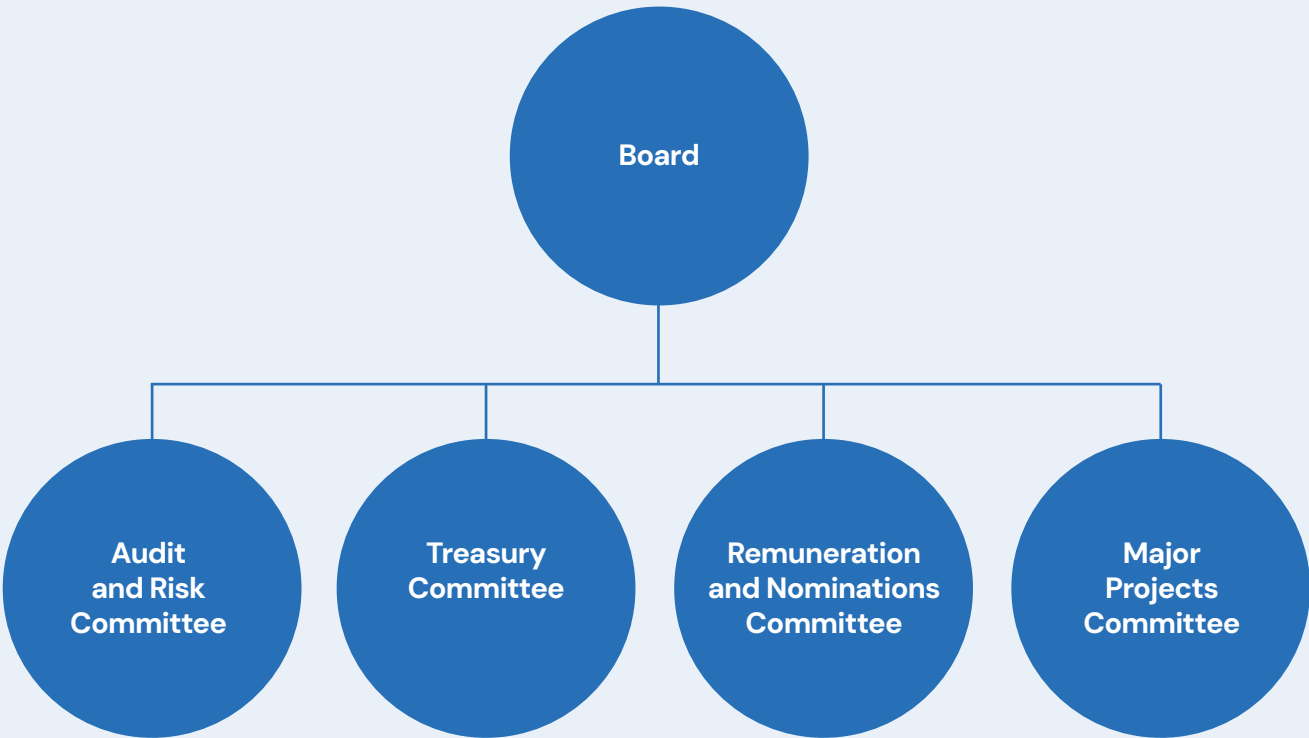
Behaviours

- m) Demonstrates passion and drive for generating social value and improving lives through affordable housing, development and community engagement.
- n) Politically and economically aware, with good judgement whilst working collaboratively, respectfully, and supporting of others
- o) Communicates succinctly and effectively, comfortable with having challenging conversations, always seeking positive outcomes.
- p) Encourages a culture of transparency, openness, and inclusivity.
- q) Acts as an effective ambassador for SNG, sharing the organisation’s purpose and achievements positively.

Additional Information

- All committee members at SNG are expected to:
- r) Attend the agreed programme of meetings and events each year.
 - s) Avoid conflicts of interest, including working with or being involved in organisations that might conflict with SNG’s goals.
 - t) Participate in ongoing training as required.
 - u) Comply with SNG’s Equality and Diversity Policy.

Board and committee structure



Key terms and conditions

Remuneration

Committee member roles are remunerated at £12k per annum, plus reasonable expenses.

The appointment

Initial appointment for a term of three years. This can be extended by an additional three-year term by Board agreement.

Time commitment

The MPC meets four times per year. Outside the meetings, as well time for preparation and reflection, the Independent Committee Member may at be called upon at short notice where a there is a time sensitive piece of committee business.

Overall, we expect the time commitment for the Committee member role to be the equivalent of between half a day and a day a month.

Location

MPC meetings mostly rotate location between our offices in Wembley and Basingstoke but sometimes may be held at other locations within our operating area.

Attendance at meetings is expected to be in person.

Key dates and the selection process

Closing date: Thursday, 13th November at 9am

The meeting to agree longlisted candidates will take place on Wednesday, 19th November. We will be in touch to let you know the outcome of your application by the end of this week.

First interviews: Tuesday, 25th November

Longlisted candidates will be interviewed by a Campbell Tickell panel. Interviews will be held virtually via MS Teams.

Final interviews: Thursday, 11th December

Shortlisted candidates will be invited to a final panel interview led by Jon Milward, Chair of the Major Projects Committee.

Interviews will take place face-to-face at SNG's offices in London.



Independent Committee Member Major Project Committee

£12k pa | London/
Southeast

SNG (Sovereign Network Group) is one of the UK's leading housing associations. With 85,000 homes across the South of England and London, we have the scale, ambition and capability to deliver homes and places that make a lasting difference. As we deliver one of the largest and most complex development and investment programmes in the sector, we are seeking an Independent Committee Member to join our Major Projects Committee and help shape our most significant investments and regeneration schemes.

This is a pivotal governance role for someone with senior experience in complex capital projects, regeneration, or major development delivery. You'll bring an understanding of the social housing context, as well as a strategic eye for risk, value, and delivery assurance, ensuring SNG's major projects are robustly governed and deliver social and financial return.

You'll join a talented and committed governance community that shares a strong sense of purpose and values, but we are open to this being your first non-executive role. This is an exciting opportunity to influence high-impact investment decisions and contribute to the success of a forward-thinking housing group that's redefining what's possible in social housing delivery.

We are keen to ensure that SNG has diversity within our governance structures, and as such welcome applications from people of all backgrounds and lived experiences who can provide a valuable and positive contribution to the Committee.

Contact **Hayley Sheldon** at **Campbell Tickell** to arrange a conversation: **Hayley.sheldon@campbelltickell.com**
07931 432070

Closes Thursday, 13th November at 9am

CAMPBELL TICKELL

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