



Liver Care
and Housing Limited

LIVER CARE AND HOUSING

RECRUITMENT OF BOARD
MEMBERS

CANDIDATE INFORMATION

CAMPBELL
TICKELL

November 2025

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01. YOUR APPLICATION

Thank you very much for your interest in the Board Member roles at Liver Care and Housing 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 the 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 it aligns with what LCH 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; and 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 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 09:00 am on Tuesday 6th January 2025. Please ensure we receive your application in good time.

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

Kind regards,

 Bill Barkworth Senior Associate Consultant bill.barkworth@campbelltickell.com 07706 369 273	 Gemma Prescott Director – Recruitment, People & HR gemma@campbelltickell.com
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02. WELCOME

We are delighted that you are interested in our new Board roles at Liver Care and Housing. We hope that this pack will inspire you and help guide you through our selection process.

Liver Care and Housing was founded in 2014 out of the desire to help address the huge shortage of quality accommodation and support across Liverpool for vulnerable adults suffering from hardship and distress with complex physical and/or mental health issues. We now provide a range of housing support and supported living services through 24 accommodation units providing our service users with individual support plans to achieve a maximum level of functioning and social inclusion.

You would be joining our small but friendly, experienced and highly committed Board of Trustees at an exciting time in our development. With the support of Campbell Tickell, we are currently going through the process of applying to become a Registered Social Landlord, allowing us access to funding to fulfil our ambitions of building new social housing in the Merseyside area.

An important step in achieving this goal is to appoint two new trustees, one with experience of housing management operations and for the other we would like to hear from individuals with experience of asset management, including repairs and maintenance and/or housing development. With an eye to our succession planning we would also be keen to meet individuals with the potential to take on the role of chairperson.

We believe with our solid foundations and ambition we have a great future and could and should be doing more. So please take the opportunity to speak to our retained advisors, Campbell Tickell, if you need further information.

We look forward to hearing from you.

Debbie

Debra Kilduff
Chairperson

Ray

Ray Elder
Chief Executive

03. ABOUT US

Liver Care and Housing Limited is a Liverpool-based organisation focused on providing supported accommodation and care services for adults with a range of support needs. We work with individuals who may be experiencing mental health challenges, learning disabilities, physical disabilities, substance misuse issues, homelessness, or other circumstances that place them at risk of vulnerability. Our purpose is to offer stable housing alongside tailored, practical support that enables people to live safely, build confidence, and move towards greater independence.

Housing is central to wellbeing. Many of the people we support have experienced instability, insecure accommodation, or environments that have not been conducive to recovery or personal growth. By providing quality homes that are safe, comfortable, and well-managed, we create a foundation where individuals have the stability needed to engage with support, develop daily living skills, access healthcare, and work towards personal goals.

Our care model is rooted in person-centred practice. We recognise that each person's experiences, goals, and abilities are different, and support is shaped around those individual needs. This may include assistance with managing daily routines, accessing community services, handling finances, building social networks, improving wellbeing, or maintaining a tenancy. We work in partnership with local authorities, NHS services, housing professionals, and community organisations to ensure care is coordinated and responsive.

We are guided by clear values:

- **Quality:** We maintain a culture of safe practice, reflective learning, and continuous improvement.
- **Integrity:** We operate transparently and responsibly, with accountability to residents, staff, and partners.
- **Inclusion:** We respect individuality and promote environments where people feel valued and heard.
- **Ambition:** We support progress, growth, and positive development for the people who use our services and for our workforce.

Our staff play a central role in delivering positive outcomes. We invest in training, supervision, and professional development to ensure that every member of the team is equipped to work confidently, compassionately, and effectively. We encourage reflective practice, shared learning, and a supportive working culture.

Liver Care and Housing Limited continues to grow and evolve in response to the needs of the community. We are committed to expanding our services, strengthening our partnerships, and ensuring our provision remains safe, effective, and person-focused. By joining our organisation, staff become part of an experienced team dedicated to enabling people to lead more stable, independent, and fulfilling lives.

04. ROLE PROFILE

The Board of Trustees is collectively responsible for ensuring the success of Liver Care and Housing by setting and monitoring the strategic direction of the organisation and ensuring its compliance with all legal and regulatory obligations

On an individual basis, you will be expected to contribute using your skills and experience to challenge and support the Board come to the best decisions. Your ability to work well with others is a key Board skill and will make the role fulfilling and productive.

Board member responsibilities

Leadership and governance:

- Uphold and promote the values and objectives of Liver Care and Housing.
- Contribute to and share responsibility for decisions of the Board and/or any committee or working party of the Board of which you are a member.
- Work with other Board Members and staff constructively and collegially.
- Provide support and challenge to the Liver Care and Housing staff.
- Uphold the Charities Governance Code and work to the highest levels of probity, and governance, including declaring conflicts of interests.
- Prepare well for Board meetings, proactively seek out information and engage with learning and development opportunities.

Business and performance:

- Contribute to establishing strategic plans to achieve organisational goals.
- Approve the annual business plan, budget and accounts, and key policies.
- Establish and oversee effective frameworks and systems for delegation, risk management and mitigation, business assurance and control.
- Make decisions on matters that might create significant financial or other risk to the company or which raise material issues of principle.
- Monitor organisational performance, using benchmarking and other data.
- Be satisfied that the company's affairs are conducted lawfully and in accordance with regulatory requirements.

Representation and promotion:

- Represent Liver Care and Housing as required, positively promoting its work and values.
- Act as an ambassador for Liver Care and Housing with external stakeholders.
- Engage with residents and service users and where appropriate attend resident and service user events to ensure a connection to frontline services.
- Ensure that the Board takes professional advice when it needs to.
- Maintain company confidentiality.

05. PERSON SPECIFICATION

Core competencies:

- **Leadership** - has experience of leadership having operated and contributed effectively at a senior level in the areas of housing management operations, asset management (including repairs and maintenance and investment) and/or housing development.
- **Communication** - able to listen and make reasoned contributions to debate.
- **Strategic thinking** - understands the organisation's overall strategy, able to assess implications before making decisions.
- **Judgement** - ability to provide clear, balanced advice and guidance with the ability to challenge constructively.
- **Influence** - demonstrates effective skills in persuasion and negotiation to influence others.
- **Team working** - experience of working in collaboration with others, working towards common goals and shared objectives.

Abilities, skills and knowledge:

- Prior experience of Board or committee membership would be an advantage, but not essential.
- Knowledge of good governance.
- Track record of managing organisational performance.
- Able to assess risk and promote risk awareness without being risk averse.
- Able to apply creative and imaginative solutions, exercising good judgement.
- Able to participate fully and effectively as a member of the Board.
- Demonstrate a strong and clear commitment to inclusion, equality and diversity.
- Able to inspire others, builds trust and respect from staff and Board colleagues.
- Comfortable with handling, analysing and prioritising data and information.

Personal attributes:

- Shares the vision, values and commitments of Liver Care and Housing.
- Has credibility and enthusiasm; an effective decision maker.
- Able to work as a member of a team, likes working with people, thinks corporately with a collaborative style and accepts collective responsibility for decisions.
- Keeps up to date and informed with relevant issues in the social care and housing sector and is open to training and personal development.
- Has the time and energy needed to discharge the responsibilities of the post.

Specific skills and experience required for these roles:

We are looking for either experience in housing management operations, asset management, including repairs and maintenance, and/or housing development.

06. KEY TERMS & CONDITIONS

Remuneration

The roles are unremunerated, however reasonable expenses (e.g. travel and child care costs) incurred in the performance of the role will be reimbursed.

Term of Office

A Board member serves for 2 terms of 3 years each.

Time Commitment

Circa 1 day per month – this includes monthly Board meetings, ad hoc meetings, induction, reading and preparation for Board meetings, and occasional attendance at our service user and other stakeholder events.

Board meetings are usually held on a Wednesday, usually between 6.00pm and 7.30pm.

You may be required to devote additional time to ad hoc meetings or when it may be necessary to convene additional Board or general meetings as required.

Location

All Board meetings are held at the Liver Care and Housing office at: 68 Walton Vale, Liverpool, Merseyside, L9 2BU.

There is an intention to adopt a flexible approach, using a combination of virtual and in-person meetings for future Board meetings.



07.KEY DATES & SELECTION PROCESS

Closing date: Monday 12th January 2026 at 09:00 am

The client meeting to agree longlisted candidates will take place in the following week. We will be in touch to let you know the outcome of your application following that meeting.

First interviews: Monday 26th and Tuesday 27th January 2026 via teams

Longlisted candidates will be invited to an interview with a Campbell Tickell panel (Gemma Prescott and Bill Barkworth).

Candidates be notified of the outcome of their interview by the end of week commencing 2nd February 2026.

Final interviews: Week commencing 9th February or 16th February 2026

The final panel interview will include Debra Kilduff (Chairperson) and another Trustee Board member. Ray Elder (Chief Executive), Bethany Elder (Chief Operating Officer) and Bill Barkworth (Senior Associate, Campbell Tickell) will also be present.



**Liver Care
and Housing Limited**

BOARD MEMBERS (X2)

Liverpool | c. 1 day per month | Expenses paid

Liver Care and Housing is a Liverpool-based charity focused on providing supported accommodation and care services for adults with a range of support needs. We work with individuals who may be experiencing mental health challenges, learning disabilities, physical disabilities, substance misuse issues, homelessness, or other circumstances that place them at risk of vulnerability. Our purpose is to offer stable housing alongside tailored, practical support that enables people to live safely, build confidence, and move towards greater independence.

We are looking for two Board Members to support and contribute to what is an exciting period of change and growth for us as we move to become a registered social landlord. You will have a senior level background in social housing in either housing management operations, asset management (including repairs and maintenance and investment) and/or housing development.

Just as important will be your ability to demonstrate confident leadership in achieving collective strategic decisions and working creatively with others to meet our ambitions.

Prior experience of working with boards or committees would be an advantage, but not essential, and as part of our Board succession planning we would be keen to meet individuals with the potential to chair our Board.

Closing date: Monday 12th January 2026 at 09:00am

For a confidential discussion, please contact Bill Barkworth at Campbell Tickell: bill.barkworth@campbelltickell.com to book a time for a conversation or call 07706 369273. You can download the job pack and apply at www.campbelltickell.com/jobs

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