



Assistant Director of Compliance and Building Safety



Recruitment Pack

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Parkhurst Road development



Welcome

Thank you for taking the time to read this information pack. I hope it will stimulate your interest in what is a new and key role within our senior management at ISHA and inspire you to apply.

We are a community and neighbourhood-based housing association, managing and developing quality affordable homes in North and East London. We own and manage c. 2,500 homes, including c.400 shared ownership homes. In the last 20 years we have built 60 per cent of all our stock and around 80% of our homes are EPC C and above. Our mission is to co-create homes and communities where everyone can flourish.

Resident safety is the bedrock to everything we do. We have been at the forefront of successfully advocating for change in Government funding arrangements for fire safety works. Now we are on a journey of delivery, which we want you to lead. With many tall buildings in our portfolio and with the commitment to making these safe for our residents as quickly as possible we currently have a record level of investment and a significant programme of building safety and energy efficiency improvements across our homes.

This role brings together all aspects of building safety and regulatory and legislative compliance. Reporting to the Deputy CEO and Director of Development and Building Safety you will lead on all landlord health and safety compliance across our housing portfolio. From strategy to delivery you'll inspire operational excellence, foster collaborative partnerships and champion innovation and improvement.

But being Assistant Director of Compliance and Building Safety isn't just about technical expertise; it's also about people. You will need a collaborative style that prioritises meaningful resident engagement and involvement in service design and the ability to influence a wide range of stakeholders, ensuring ISHA remains at the forefront of building safety and compliance.

I hope we've inspired you to consider this opportunity further but please do your own due diligence, ask others what they think of us and speak to our retained consultants, Campbell Tickell. I am confident you will see and hear good things.

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Jerome Geoghegan
Deputy CEO and Director of Development and Building Safety



Our vision and values

Our vision:

To co-create homes and communities where everyone can flourish

We believe everyone is entitled to a quality, affordable and safe home, and everything we do is built on our four core organisational values.

Our values:

Pride in Team ISHA Respect for Everyone Trusted to make the difference Passionate commitment to customers

We live by our values and are proud of the diversity of our communities. We strive to create spaces where residents can live happily, feel included, be respected and be themselves.

We are committed to providing secure, welcoming, and friendly environments and communities, free from racism, sexism, sexual misconduct, violence, bullying, and any form of sexual, physical, verbal or emotional abuse by staff, residents, contractors, or stakeholders, either in person or online.



Our Leadership Team



Pippa Fleetwood-Read

Chief Executive

Pippa has spent 20 years dedicated to providing quality homes and places, reducing homelessness, supporting vulnerable people and empowering communities.

From her first full time job working with residents on a regeneration project in Lewisham to her previous role as Managing Director at another housing association, she has supported community-based action.

She is passionate about what can be achieved when residents and local associations work together in their communities. Pippa wants to continue to evolve our mission to deliver safe homes, quality places to live and to continuously improve the service we provide to our residents.



Jerome Geoghegan

Deputy CEO and Director of Development and Building Safety

Jerome joined ISHA as its Director of Development in April 2024, bringing with him more than 35 years of experience in the development and real estate industry, covering all residential tenures.

His extensive background spans mixed-use urban schemes, partnerships and joint ventures, regeneration, strategic land, and affordable housing.

Jerome has held executive and board director positions in both the Registered Provider and private sectors and has also managed his own consultancy business for a time.

With a strong track record in delivering new homes, particularly in London and the southeast, Jerome has established and maintained numerous partnerships, supporting others in their endeavours to create new housing opportunities.



Mike Finister-Smith

Interim Finance Director

Mike has had many years of experience as a specialist social housing finance expert, working as part of leadership teams for a variety of organisations. Before that he has also worked as a lead advisor on several large-scale voluntary transfers of council houses from local authorities to newly created registered social housing providers and has over 20 years local authority finance experience.

Mike is also on the boards of two other social housing providers, being Chair of Audit and Risk at Trent and Dove Housing in Staffordshire and part of the Customer Focus Committee at Ongo Homes in Lincolnshire.

Mike enjoys watching football, travelling and spending time with his family. He is also a Pets as Therapy volunteer and takes his two dogs to visit to schools, universities and care homes.



Thea McNaught-Reynolds
Director of People and Performance

Thea joined ISHA at the end of 2021 as the Head of Communications and Involvement and was delighted to become Director in 2023.

She brings over 20 years of strategic communications experience, influencing audiences and delivering behaviour change outcomes in the public and private sectors, including leading high-profile marketing campaigns for PwC.

With her strong interest in diversity and inclusion, she incorporates her values into everything she does and is passionate about creating spaces where people can thrive.

Taking on responsibility for People and Culture in combination with Communications, Resident Involvement and Complaints at ISHA is a natural extension of her people focus and strengthens ISHA's commitment to compassion and respect in all we do.

Thea is the senior executive responsible for complaints and for ensuring compliance with the consumer standards.



Jo Ellis
Interim Director of Housing & Neighbourhoods

Jo joined ISHA as Interim Director of Housing and Neighbourhoods in November 2025.

Jo's passion is for inclusive leadership and a commitment to improving lives through housing, care, and community investment. She does so with more than 35 years' experience as an executive and non-executive leader in the UK social housing sector. She is the Owner and Director of G&A Consulting Ltd, where she brings strategic insight, commercial acumen, and a deep commitment to social purpose to organisations across the housing and care landscape.

Jo's career spans senior leadership roles in housing associations, ALMOs, and charitable organisations, as Executive Director of Operations at Town & Country Housing (part of the Peabody Group), and Chief Executive of Eastbourne Homes Ltd. Her leadership has driven transformational change, improved service delivery, and strengthened governance across complex, regulated environments.

Our Board



Robert (Bob) Heapy

Chair

Bob Heapy joined the board in June 2025 as Chair designate and became Chair of ISHA's Board at the AGM in September 2025.

Bob's extensive biography includes CEO roles, directorships and board roles. He has held significant positions in the housing sector for more than 25 years, including with Quartz Housing Ltd, Town & Country Limited and Peabody Trust.

He is eager to work closely with our residents, build on ISHA's successes, and shape a bright future.

Committee membership: Remuneration, Property investment.



Alwyn Lewis

Chair of Property Investment Committee

Alwyn Lewis is the former Chief Executive of Hornsey Housing Trust and has had a 40-year career in the third sector.

He has a track record in social housing and a reputation for putting tenants first and for making things happen. He was attracted to the role at ISHA because of our strong social purpose, our desire to deliver high-quality services and to positively effect social change, especially with ethnically diverse communities who experience social and economic disadvantages.

Alwyn shares ISHA's vision to working with us and residents to co-create homes and communities where everyone can flourish.

Committee membership: Property investment, Remuneration.



Jonathan Bunt

Chair Audit & Risk Committee

Jonathan is a qualified accountant and public finance expert. He worked in finance for local authorities for around 17 years, including as Chief Finance Officer and Strategic Director of Finance and Investment at the London Borough of Barking & Dagenham.

Jonathan has held numerous non-executive Director roles, including Vice Chair and Chair of the Treasury Committee at Golden Lane Housing, Chair of Audit and Risk at Broadway Living Ltd, Christian Action Housing Association, and Barnsbury Housing Association, where he previously chaired the Asset Management Group. He also co-founded and is a Director of Beehive Affordable Homes, acquiring housing association homes for lease to local authorities at affordable rents. Since 2017 he has been a consultant, advising local authorities on new affordable housing vehicles, capital planning and financial modelling.

Committee membership: Audit & risk.

**Justin Fisher**

Senior Independent Director, Chair of Remuneration Committee

Justin has worked in the social housing sector for 27 years, specialising in IT and asset management within the housing sector, but also in other areas such as highways, infrastructure and environmental services.

He has consulted and worked with over 100 housing providers in the last 15 years, including a diverse group of social landlords. He was previously a Board Member for seven years for an award-winning rural specialist provider in Lincolnshire.

He is currently the Product Owner for a software system that manages over 1m social homes for around 200 housing providers. Prior to that he worked as a housing, assets and IT consultant, and in 2018 spent eight months working with The London Borough of Barking and Dagenham on their new IT implementation and their asset management strategy.

Committee membership: Remuneration, Property investment.

**Alison Hatcher**

Alison Hatcher is an independent pensions consultant and professional trustee. She previously served as CEO of HSBC Retirement Services Limited and Head of Global Pension Strategy Corporate Clients. Alison is one of the founders of Women in Pensions, an industry group that supports women. She is an active participant in the pensions and retirement markets, speaking at conferences.

Alison sits on the Pensions Regulator's Board and has previously served on the Pensions and Lifetime Savings Association's Board. She is also a member of the investment subcommittee for Warwick University.

Committee membership: Audit & risk.

**Gemma Colby**

Gemma Colby is Head of Customer Experience (CX) at First Central Insurance Group, where she leads the CX team to design and deliver the business-wide CX strategy, bring the customer's voice to life, and lead improvement of the end-to-end (E2E) customer experience. She is an experienced Customer Service and CX professional and award-winning CX Leader.

Gemma joined the Board in September 2022. She sees it as a great opportunity to transform lives and is excited to contribute to an organisation that has ambitious plans with a social purpose.

Gemma is passionate about customer experience and using it to deliver amazing end-to-end experiences. She feels it is a great time to join our Board, help us deliver our strategy and transform our service delivery to change people's lives for the better.

Committee membership: Remuneration, Board member responsible for complaints.



June Riley

June began her training in accountancy by entering the NHS as a graduate trainee shortly after leaving University. She is a qualified accountant and completed an accredited MBA with Manchester Business School to add value to her career as an accountant.

June has worked in housing for almost 20 years and was a Finance Director in a housing association managing over 17,000 homes. She is now a Group Finance Director in one of the largest mental health charities in the country.

June has served in a voluntary capacity on several Boards, including Newham Homes Ltd, which was managing over 27,000 homes. She has previously served as a Non-Executive Director on the Barnet Homes Group (TBG) board for seven years, where she also held a Senior Independent Director (SID) role.

Committee membership: Audit & risk.



Mohammed Baporia

Mohammed is a family member of an ISHA shared owner. Like Daven, his personal experience inspired him to apply for a board member role. Mohammed is keen to give back to the community and help ISHA to deliver quality and truly affordable housing to those that need it most. He also aims to ensure the high standards set by ISHA's Board are being met.

Mohammed is a qualified accountant and tax manager working for a UK real estate investment trust.

Committee membership: Audit & risk.



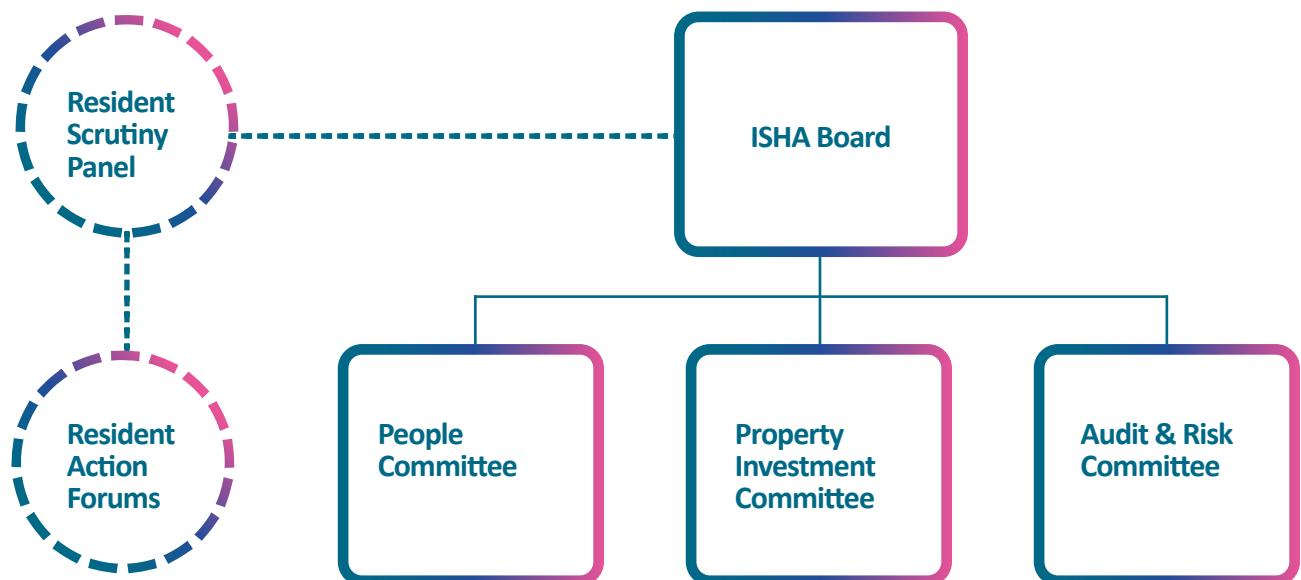
Daven Masri

Co-opted Property Investment Committee member

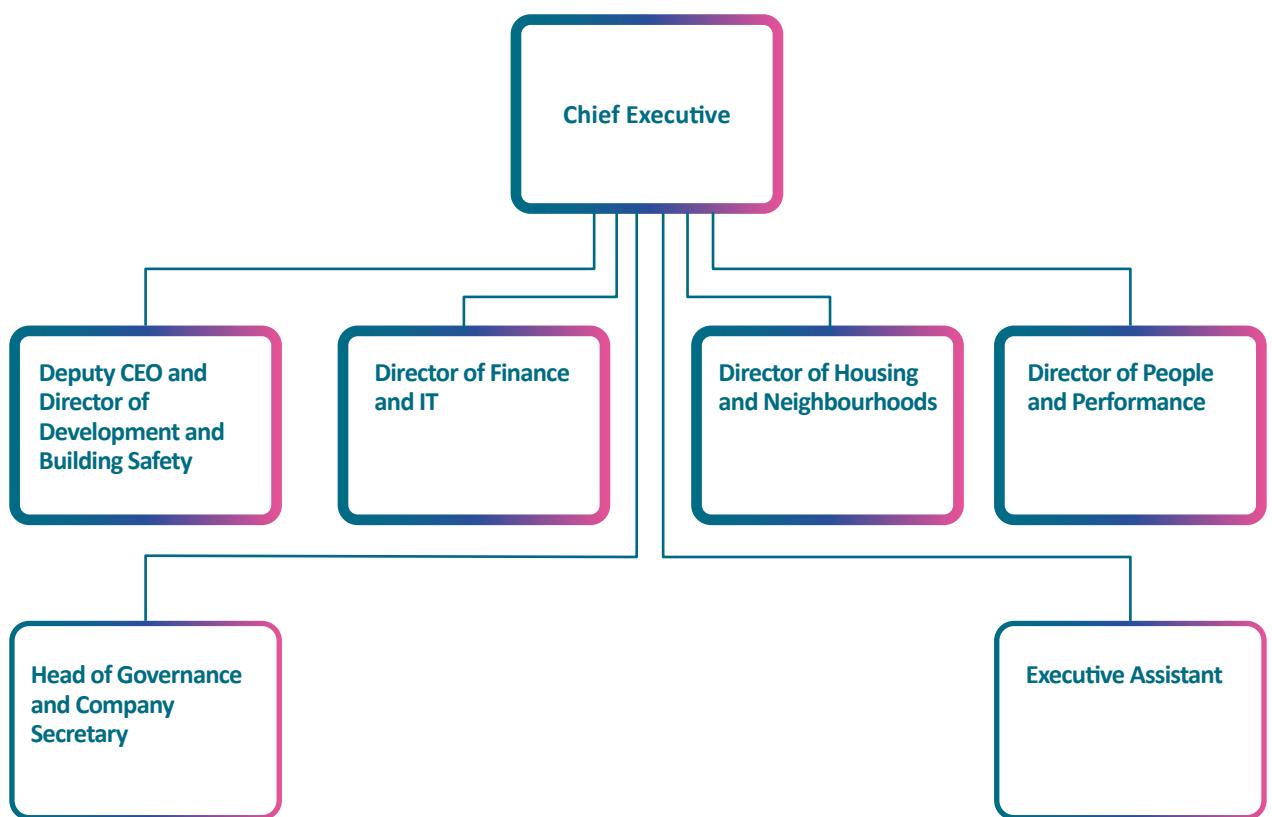
Daven is an ISHA leaseholder. Owning his own home improved his life so much that he was inspired to apply for a Board Member role to ensure that others could continue to benefit from the same opportunity. He hopes that his perspective will serve the Board well and lead to more affordable homes that enrich the communities ISHA operates within.

An environmental engineer for more than 10 years, Daven is a Founding Director at Wave Consulting Digital Engineers which focuses on Building Information Modelling (BIM) and environmental design. Daven served on ISHA's board for five years before moving abroad. He continues his work as a co-opted member of the Property Investment Committee.

ISHA Governance Structure



Leadership Team and CEO Directorate



Job Description

Role: Assistant Director of Compliance and Building Safety

Reports to: Deputy CEO and Director of Development and Building Safety

Direct reports: Head of Building Safety, Head of Compliance

Who are we looking for?

We are seeking a dynamic, highly skilled, motivated, and collaborative leader with strong expertise in project and programme management within complex regulatory environments. A deep understanding of key legislation, including the Building Safety Act 2022, is essential, along with knowledge of frameworks such as the Building Safety Regulator and Social Housing Regulator. This means you will need to hold full membership with the Royal Institute of British Architects (RIBA), the Royal Institution of Chartered Surveyors (RICS), Institute of Fire Engineers or similar professional body

You will need to have extensive leadership and management experience, with a proven ability to coach, develop, and motivate senior staff. You will also need to demonstrate strategic planning experience with a track record of consulting and engaging with diverse communities to deliver positive outcomes.

Strong communication and leadership skills are vital to success in this role, as you will be expected to effectively engage and influence a wide range of stakeholders, ensuring that ISHA remains at the forefront of building safety and compliance. If you are passionate about making a real impact in the communities we serve, and you have the expertise and leadership experience to drive excellence in compliance and building safety, we would love to hear from you.

Role Purpose

The Assistant Director of Compliance and Building Safety will lead on ensuring that all properties within the ISHA's portfolio meet statutory and regulatory requirements for building safety and compliance. This role will drive a culture of safety, accountability, and continuous improvement, ensuring residents live in safe, well-maintained homes. This includes overseeing key legislation such as the Building Safer Act 2022 and the Fire Safety Act, with the ultimate goal of safeguarding residents across ISHA's properties.

In this role, you will inspire and lead the Building Safety and Compliance teams, who are responsible for ensuring statutory and regulatory compliance and continuous best practice in all ISHA's buildings, fire safety, heat networks, and electrical and gas systems. Through effective monitoring, strategic planning, and the implementation of safety measures, you will drive long-term policies that support the safe management of housing across all our homes. Financial management and internal governance are key components.

Collaboration is a central part of the role, as you will need to have strong relationships with both internal and external stakeholders, including regulatory bodies and resident representatives.

Key responsibilities:

1. Under the ultimate oversight of the Director of Development and Building Safety, be the organisation's designated lead for Health & Safety and to carry out the functions as defined in section 126b and 126c of the Housing and Regeneration Act 2008, as amended by the Social Housing (Regulation) Act 2023.
2. To lead the Building Safety and Compliance teams, meeting all statutory and legal obligations for the management of buildings and related systems such as heat networks. Ensure compliance with all current and emerging building safety regulations (such as the Building Regulations 2010, Regulatory Reform (Fire Safety Order) 2005, Fire Safety Act 2021, Building Safety Act 2022, Fire Safety England Regulations 2022, relevant approved documents (particularly structural, fire, gas and electrical) and industry standards, including all compliance elements of the regulatory framework.
3. Report accurately and transparently to residents, the Board and relevant third parties (including the Social Housing and Building Safety regulator) on these.

4. To identify and deliver the remediation programme of buildings with fire and other defects, maximising cost recovery from developers and/or other routes. The programme to be delivered on a risk-based approach, with timeliness and quality communication with and between all stakeholders, especially residents. To ensure ISHA is compliant with Fire and Building Safety legislation on these buildings.
5. Lead a refreshed ISHA approach to emergency planning, including overseeing the production of an updated Business Continuity Plan. Ensuring strong engagement with the Plan and emergency arrangements by necessary departments. Review lessons learned from incidents and embed necessary changes.
6. Meet all statutory and legal obligations – and keep abreast of how they are changing.
7. Be responsible for the development, embedding and compliance with a performance framework and indicators for your areas of operation. Report accurately and transparently to residents, the Board and relevant third parties (including regulators) on these.
8. Develop and lead on risk management within your Directorate, ensuring key risks are embedded within ISHA's risk assurance framework.
9. Oversee compliant, value for money and resident focused procurement practices.
10. Ensure the provision of an effective policy and procedural framework.
11. Provide staff training, relevant to your role, and foster a strong culture of safety, accountability and continuous improvement within ISHA.
12. Ensure robust monitoring and key performance indicators and quality management governance systems are in place including effective budgetary control and financial forecasting.
13. Cultivate positive relationships with colleagues and other key stakeholder groups both internally and externally, including residents' forum representatives.
14. Engender a commercial approach to ISHA's assets and ensure value for money principles are applied to services in line with ISHA's values.
15. Lead a dynamic and diverse team by being an effective coach and mentor and empowering colleagues to reach their full potential. Developing a workforce plan and use effective recruitment to attract the right people identifying skills gaps through needs analysis and providing training to nurture future talent.
16. Provide leadership, direction and advice to your teams. Ensure that the team is focused, motivated and inspired to achieve objectives and create a positive team culture, ensuring others follow the expected ways of working.

Essentials:

In addition to the principal accountabilities of the role, there are several significant elements that we deem essential for every role at ISHA:

17. To ensure you comply with ISHA's procedures for promoting and safeguarding the welfare of children and vulnerable adults appropriate to your role.
18. To comply with ISHA's EDI Policy in every aspect of your work and positively promote the principles of these policies amongst colleagues, residents, and other members of the community.
19. To comply with ISHA's IT, Health and Safety Policy, Data Protection Policy and to protect your own and others' health, safety, and welfare.
20. To work flexibly as may be required by the needs of the team and carry out any other duties as reasonably required.
21. To lead by example and demonstrate ISHA's values of passionate commitment to customers, Pride in Team ISHA, Respect for everyone and trusted to make the difference.

Person Specification

Right to work in the UK

1. Proof of eligibility to currently work in the UK.

Essential

Education and Qualifications

2. Professional qualification in compliance, building safety, or health & safety (e.g., NEBOSH, IOSH).

Desirable

3. Either full membership of the Royal Institute of British Architects (RIBA), the Royal Institution of Chartered Surveyors (RICS), Institute of Fire Engineers (MIFireE) or similar professional body.

Essential

4. Good general education with excellent literacy and numeracy skills.

Essential

Experience

5. Proven experience in compliance and building safety within social housing or a similar regulated environment.

Essential

6. An in-depth and practical understanding of legislation and regulations (particularly relevant to the Building Safety Act 2022, Fire Safety Act 2021 and the Building Safety Regulator and Social Housing Regulator)

Essential

Knowledge & Skills

7. Strong working knowledge of relevant legislation (Building Safety Act, Fire Safety, Health & Safety)

Essential

8. Proven leadership skills - ability to lead and motivate groups and individuals, allocating and delegating work effectively with a high level of interpersonal skills, able to persuade, negotiate and influence.

Essential

9. Ability to manage complex projects and budgets

Essential

10. Experience of strategic planning and decision making at a senior level

Essential

11. Excellent organisation and prioritisation skills with the ability to multi-task

Essential

12. Excellent communication skills with the ability to tailor approach according to the audience

Essential

13. A proven track record of influencing key strategic stakeholders and decision-makers

Essential

14. Is curious, with a strong desire for continuous improvement (for self and others) with a willingness to learn new systems and processes

Essential

15. Self-motivated, with the ability to manage own workload and take initiative

Essential

16. Ability to pay close attention to detail and produce accurate work

Essential

17. Ability to build positive relationships with a variety of stakeholders

Essential

18. Flexible and positive approach to work

Essential

19. A willingness to support ISHA's strategic objectives by taking on additional projects and tasks as and when required

Essential

Values

20. Able to always demonstrate and evidence ISHA's values:

Essential

- Pride in team ISHA
- Passionate commitment to customers
- Trusted to make the difference
- Respect for everyone

Key dates and the selection process



Closing date:
16 February 2026
9.00am

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

First interviews:

23 February 2026 (via Teams)

Longlisted candidates will be interviewed by a Campbell Tickell panel (Jim Green and Bill Barkworth).

Final interviews: (includes panel interview and stakeholder sessions)

06 March 2026 (in person)

These will take place in-person, at ISHA's office, with an interview panel including Jerome Geoghean.

Jim Green from 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.

Terms and Conditions

Remuneration:

£95,470

Annual leave entitlement:

29 days annually, plus bank holidays, rising to 31 after five years of service. ISHA is closed between Christmas and New Year with three days annual leave automatically deducted.

Working hours:

Work-life balance is important to us, and we have a 35-hour working week. However, as Assistant Director of Compliance and Building Safety there will be times when it is necessary to work flexibly to fulfil the role, including additional hours. This is not however a general expectation. Attendance at Board meetings, Committees, residential and away days is a requirement of the role.

Probation and notice period:

Probation is six months and the notice period thereafter is six months.

Location:

At ISHA's offices, 102 Blackstock Road (Nr Finsbury Park), London N4 2DR.

Non-contractual employee benefits:

Pension: Defined Contribution as a salary sacrifice. Starting at employer (ER) contribution of 6% and 2% employee (EE), or match funded up to a maximum of 10% from ER and EE.

Emergency leave: Up to five days per annum for unexpected emergencies. Day one is paid on five occasions to allow employees time to make alternative arrangements.

Financial services: We partner with the London Credit Union to provide employees with fair, ethical, and affordable financial services. Employees can also access home contents insurance negotiated for our residents.

Healthcare plan (after probation) to support wellbeing, covering dental, optical and physio, plus access to stress helplines and more.

Working flexibly: Some working from home days per week with prior managerial approval. With monthly designated 'all in' days (we don't offer hybrid contracts at ISHA

Support for continuous professional development:

Everyone has a Personal Development Plan, and we offer opportunities to take qualifications, contributing partial funding and study leave. We also offer study loans repayable over 10-months.

Social opportunities: as a small organisation we meet regularly as a whole team, celebrate successes and share experiences.

Other: Eye care vouchers, cycle to work scheme, Interest Free Season Ticket Loan (after probation). Employee Assistance Programme (EAP). Support for continuous learning and development. Management Academy for managers, social opportunities, staff awards.

Equality, Diversity, and Inclusion statement:

We expect all ISHA's staff, residents, and stakeholders to be treated equitably and with respect in their dealings with us.

We will be inclusive and reflect the rich and diverse communities we exist to serve.

We will work to earn the trust and confidence of staff, residents, and stakeholders that they can expect - from us and our contractors - respect, fairness, and equitable treatment.

How to apply

Thank you very much for your interest in the role of Assistant Director of Compliance and Building Safety at ISHA:

I hope this job pack has provided you with the information you need about the role and selection process to help you decide to apply.

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 ISHA and the role. After you have done that, please feel free to get in touch with me, so that I can talk through your offer and get a sense of how it aligns with what ISHA 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; 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
- **A declaration form**, which is accessible via the ISHA role page at campbelltickell.com/jobs and includes space to indicate if you cannot attend any of the interview dates.

Please submit your completed application documents using the online link on the ISHA role page at 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 on 16 February 2026**.

Please ensure we receive your application in good time.

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

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



Islington & Shoreditch
Housing Association

Assistant Director of Compliance and Building Safety

£95,470 | London

At ISHA, community and neighbourhood mean everything to us, and our roots run deep in the areas of North London that we serve. Founded over 90 years ago, we provide around 2,500 homes for over 5,000 people across Islington, Hackney, and Waltham Forest and continue to build on our history of service by offering a wide range of housing choices.

Resident safety is the bedrock to everything we do. We have been at the forefront of successfully advocating for change in Government funding arrangements for fire safety works. Now we are on a journey of delivery, which we want you to lead.

This role brings together all aspects of building safety and regulatory and legislative compliance. We are seeking a dynamic, highly skilled and collaborative leader with strong expertise in compliance and building safety and a detailed understanding of key building safety frameworks and legislation. This means you will need to be RICS or RIBA qualified or possess equivalent professional qualifications.

Along with excellent communication skills you will have the confidence to effectively engage and influence a wide range of stakeholders, ensuring ISHA remains at the forefront of building safety and compliance.

If you share our passion and belief in what can be achieved by an independent, local and community-based housing provider, please take the opportunity to find out more about us and what we believe is a very special organisation.

Closes: 9am 16 February 2026

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

Email Bill Barkworth at Campbell Tickell to book a call for further discussion.

bill.barkworth@campbelltickell.com | 07706 369273

CAMPBELL
TICKELL

Co-creating homes and communities where everyone can flourish





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London
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