

Board Members

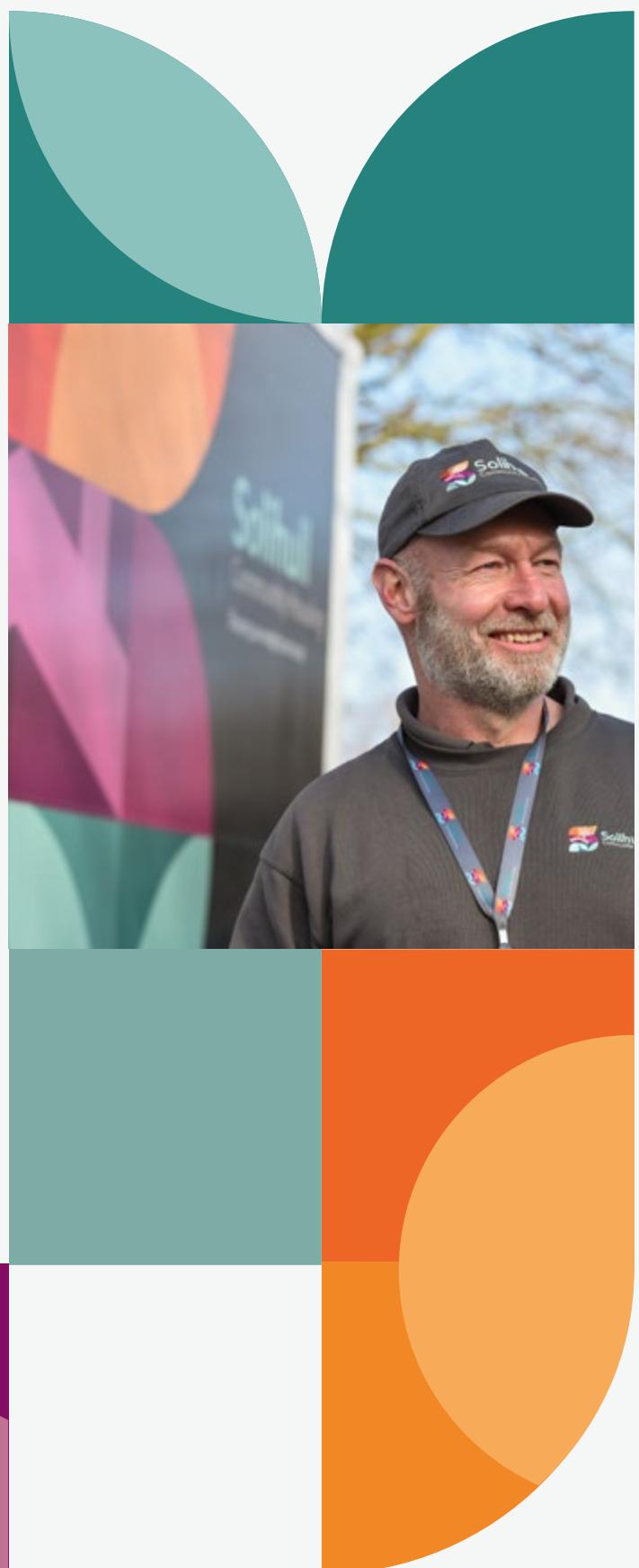
Recruitment pack | February 2026





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Your application

Thank you very much for your interest in the Board Member roles at Solihull Community Housing (SCH).

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 I can talk through your offer and get a sense of how that aligns to what SCH 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. Please indicate if you cannot attend any of the interview dates and whether your specific area of expertise is in relation to Asset Management or Strategic Governance.

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 roles close at **9am, Friday 6th March 2026**. Please ensure we receive your application in good time.

I would be happy to have further discussion, so do get in touch and we can arrange a time to speak.

Kind regards

Kelly Shaw

Kelly Shaw | Campbell Tickell
kelly.shaw@campbelltickell.com
07900 363803

Welcome to Solihull Community Housing

Thank you for your interest in joining the Board of Solihull Community Housing (SCH).

I am delighted that you are considering contributing your expertise to an organisation that plays such a vital role in the lives of people across our borough.

As the ALMO and principal provider of social housing in Solihull, SCH occupies a unique and important position within the local landscape. Our work spans far beyond the management of homes; we support the wellbeing of our customers, the resilience of our neighbourhoods, and the strength of the communities we serve. Our close relationship with Solihull Council, alongside strong partnerships with local agencies and organisations, enables us to make a meaningful and lasting impact.

We are proud to operate in one of the country's most diverse regions and are committed to fostering an environment where different perspectives are welcomed and where everyone feels able to bring their whole self to the table. Board diversity - of background, thought and experience - is essential to the quality of our governance and the decisions we make.

These Board roles come at an important moment for SCH. We are progressing key programmes to improve our homes, enhance customer experience, further strengthen our housing and neighbourhood offer, and support

the Council in delivering effective housing options and homelessness services. Strong, strategic governance is central to our ability to deliver high-quality, value-for-money services and to ensure we remain focused on our responsibilities to customers and communities.

If you share our commitment to creating better homes and thriving communities, and you are motivated by the opportunity to shape an organisation with purpose, influence and local impact, I encourage you to explore these two Board roles further. One position will benefit from strong **asset management insight**, while the other requires broader **strategic governance expertise**. You do not need experience across all areas of our work, but you will bring sound judgement, strategic perspective and a genuine desire to help SCH continue to improve.

I look forward to learning more about the perspectives and strengths you could bring to our Board and to SCH's future.

Warm regards

Simon Wilson

Simon Wilson
Chair of the Board
Solihull Community Housing.





About Solihull Community Housing

Solihull Community Housing (SCH) is an Arms Length Management Organisation (ALMO) that was established in April 2004 to take over the management of housing services on behalf of Solihull Metropolitan Borough Council (SMBC).

SCH's responsibilities include the management and maintenance of the Council's housing stock. This portfolio includes houses, maisonettes, high-rise and low-rise flats, sheltered accommodation and community centres and we manage just under 10,000 tenanted homes, around 1,000 leasehold homes, 5,000 garages and a small number of shared ownership properties. We also manage around 100 temporary accommodation units, supplemented by private sector leasing properties.

SCH is run by a Board of Directors (non-executive) made up of three tenants, three councillors, three independent people chosen for their specialist skills and experience and an independent Chair. SCH's Executive Leadership Team (ELT) is made up of the Chief Executive, the Executive Director of Operations, the Executive Director of Customer Experience & Corporate Support, the Head of Asset Management and Development, the Head of Housing, the Head of Customer Experience, the Head of Property Services & Building Safety and the Assistant Director of Finance & Property Services.

SCH's Vision for 2020 to 2025:

Creating better homes and thriving communities

SCH Strategic Aims

- Creating Homes
- More than Bricks and Mortar
- Strengthening Communities
- Excellent Customer Services and
- Passion in People

SCH Delivery Plan Themes

- Getting the basics right
- Providing safe homes for our customers
- Supporting people to live well
- Delivering safer neighbourhoods
- Investing in new and existing homes

SCH has a strategic vision which is available on the [website](#). We are currently developing a new vision for the next five years.

Role profile

Role purpose:

Board members have ultimate responsibility for directing the affairs of SCH ensuring it is solvent, well run and delivering the outcomes for which it has been set up.

Key responsibilities:

1. Set and oversee the long term strategic direction for SCH
 - 1.1. Collectively set the mission, vision, values, strategic objectives and high-level policies for SCH.
 - 1.2. Contribute to establishing a framework for approving policies and plans to achieve those objectives.
 - 1.3. Uphold and promote the core policies, purpose, values and objectives of the SCH.
 - 1.4. Keep abreast of current developments and thinking in the sector including matters relating to housing, social policy, regulation and investment.
2. Set the risk appetite and monitor risk
 - 2.1. Set and keep under review the Board's appetite for risk.
 - 2.2. Ensure major risks are reviewed regularly and an effective risk management framework is maintained.
3. Ensure an effective business plan and budget is in place and that the business remains financially viable.
 - 3.1. Satisfy yourself as to the integrity of financial information, and ensure that all loan covenants are complied with.
 - 3.2. Approve each year's accounts prior to publication and approve each year's budget and business plan.
 4. Ensure that performance is monitored and managed through internal controls and delegation
 - 4.1. Ensure there are appropriate mechanisms, both internal and external, to verify that the Board receives a balanced and accurate picture of how SCH is performing.
 - 4.2. Ensure that internal controls and systems are audited and reviewed regularly.
 - 4.3. Monitor performance at a strategic level in relation to plans, budgets, controls and decisions.
 - 4.4. Participate in regular reviews of Board performance, and in Board Member appraisal; to participate in Board development and training, and in other learning activities as required.
 5. Approve key policies and take decisions about matters reserved to the Board
 - 5.1. Review, challenge appropriately and approve key policies and other decisions about reserved matters brought to the Board.

6. Ensure that the Board fulfils its duties and responsibilities for the proper governance of SCH including compliance
 - 6.1. Act reasonably and always in the best interests of SCH and comply with its code of conduct to ensure your behaviour as a Board Member models the values of SCH.
 - 6.2. Contribute to and share responsibility for decisions of the Board and any committee of the Board of which you are a member.
 - 6.3. Work in partnership with the Chief Executive and the Executive team to challenge colleagues constructively.
 - 6.4. Satisfy yourself that SCH's affairs are conducted lawfully and in accordance with regulatory requirements and generally accepted standards of performance and probity.
 - 6.5. Make sure that equality, diversity and inclusion matters are considered and addressed appropriately.
 - 6.6. Engage effectively with key stakeholders as required, particularly customers.
7. Summary of statutory duties (as set out in the Companies Act 2006)
 - 7.1. Act within the powers of an NED.
 - 7.2. Promote the success of the company.
 - 7.3. Exercise independent judgement.
 - 7.4. Exercise reasonable care, skill and diligence.

- 7.5. Avoid conflicts of interest.
- 7.6. Not accept benefits from third parties.
- 7.7. Declare interests in transactions or arrangements.

No leadership role profile can cover every eventuality, so the postholder is expected to be flexible in taking on other commensurate duties as required from time to time.

Person specification

Experience and knowledge:

- a. Experience in leadership roles as an executive or NED.
- b. Understands good governance principles. Prior Board experience is not essential.
- c. Experience of the wider strategic context for the social housing sector, including regulation, with good insight into housing service delivery and customer needs.
- d. Experience of supporting or designing/ delivering organisational change.
- e. Good financial acumen, can contribute to discussions about budget, expenditure etc.
- f. Experience and understanding of risk management.
- g. A track record of working in a team to deliver strategic objectives and high performance.
- h. A link to the Solihull area and/or the Midlands would be an advantage but is not essential.

Skills and abilities:

- i. Ability to contribute to giving a clear sense of strategic direction.
- j. Skilled at listening to others' contributions, and providing challenge where needed in a constructive way.
- k. Ability to make balanced and informed decisions; supports responsibility for collective decision-making.

- l. Excellent communication skills; able to read, understand and analyse written and numerical reports.
- m. Builds positive relationships with colleagues that generate confidence and respect.

Personal qualities:

- n. Aligns to the vision and values of SCH, motivated to make a positive impact in this role
- o. Committed to customers having access to high quality homes and services.
- p. Actively demonstrates accountability, openness and transparency.
- q. Champions equality, diversity and inclusion in all you do.
- r. Has personal and professional integrity.
- s. Considers learning for self and others, takes time to reflect to learn.
- t. A collaborative style that engages people at all levels and promotes positive relationships throughout the organisation and its partners.
- u. Has the necessary time commitment and visibility for the role.



Key terms and conditions

Position: Board Member

Remuneration: £4,432 per annum

Time Commitment:

Any Board member role is a significant time commitment. You will be expected to attend Board meetings, relevant committees and training events, and devote sufficient time to read the papers and keep abreast of wider sector issues.

Board members may be asked to join one committee, as well as fulfil their role on the Board.

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:

Board meetings start at 6pm and are held at Solihull Community Housing Limited, Endeavour House, Meriden Drive, Solihull, B37 6BX.

Board Meetings 2026:

- 3rd June 2026
- 15th September 2026
- 10th November 2026

Board meetings start at 6pm. In addition, there is a Board away day on **7th October 2026** and a training session (half day) on **25th November 2026** and a Staff Conference **21st April 2026**.

Performance & Safety Committee 2026:

- 11th May 2026
- 7th September 2026
- 30th November 2026

Performance & Safety committee meetings start at 4pm and are typically at our office in Solihull.

Audit & Risk Committee 2026:

- 6th July 2026
- 19th October 2026

These are daytime meetings either online or in person.

Key dates and the selection process

Closing date: Friday 6th March 2026 | 9am

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

First interview | Monday 23rd or Tuesday 24th March 2026 | Via Teams

Longlisted candidates will be invited to an interview with a Campbell Tickell panel.

We will be in touch with candidates by the end of the week to let you know if you have been shortlisted for the final stage.

Final Stage| Wednesday 15th April 2026

Final interviews will take place at Solihull Community Housing Limited, Endeavour House, Meriden Drive, Solihull, B37 6BX. There will also be the opportunity on the same day to meet a group of stakeholders.

The panel for final interviews will include Simon Wilson - Board Chair, Susan Buckley - Tenant Board Member (TBC), Perry Wardle - Director of Economy & Infrastructure, Solihull Metropolitan Borough Council and Kelly Shaw - Campbell Tickell will also be in attendance.

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





CAMPBELL
TICKELL



Board Members

£4,432 per annum | West Midlands

Solihull Community Housing (SCH) is seeking two committed and forward thinking Board Members to help shape the future of social housing across Solihull. This is an important and exciting time for us, as we strengthen our approach to resident influence, formalise the tenant voice and establish a new Customer Committee. These developments reflect our ongoing commitment to ensuring residents are at the heart of our decision making and that our governance continues to support high quality, responsive and accountable services.

As the ALMO for Solihull Council, SCH is responsible for managing and maintaining thousands of homes and delivering a broad range of housing, neighbourhood and community services. Our work directly supports the wellbeing of residents and the resilience of local communities, and strong governance plays a central role in enabling this impact. We are therefore looking to appoint two individuals who share our values, bring fresh insight and are motivated by the opportunity to influence long term strategy and outcomes.

The first role requires strong asset management expertise gained within the housing sector. You will bring a deep understanding of stock investment, compliance, planned maintenance and long term asset planning, helping us make evidence based and future proof decisions about our homes. Your contribution will support our ambition to maintain safe, sustainable and well managed properties that continue to meet the needs of residents.

The second role is focused on strategic governance. We are seeking someone with excellent governance and organisational oversight skills, who may come from housing or from another regulated or transferable sector. You will understand effective governance, risk, assurance and high quality scrutiny, and you will bring constructive challenge that strengthens Board decision making. Your perspective will help ensure that SCH meets its responsibilities as a well run and forward thinking organisation.

We welcome applications from people of all backgrounds and are committed to building a Board that reflects the diverse communities we serve. Diversity of thought, lived experience and professional expertise all contribute to stronger governance, and we encourage those who may be considering a first Board role, as well as experienced non executives, to express their interest.

If you are passionate about social purpose and want to make a meaningful impact in Solihull, we would be delighted to hear from you.

For an initial discussion please contact kelly.shaw@campbelltickell.com.

You can also download a recruitment pack at www.campbelltickell.com/jobs-recruitment/live-jobs/

Closing date | Friday 6th March 2026 | 9am

CAMPBELL TICKELL

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(Recruitment)

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