



Head of Governance Recruitment Pack

March
2026





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1 | Your application

Thank you very much for your interest in this post. On the following pages, you will find details of the role and the selection process to assist you in completing and tailoring your application. To apply you should submit:

- An up-to-date CV which shows your full career history;
- A supporting statement explaining why you are interested in this role, detailing how you are a good candidate for this post and how you fulfil the person specification – we recommend that this is no longer than two pages; and
- The declaration form, is requested for monitoring purposes in line with our commitment to equality and diversity.

You must indicate on the declaration form if you cannot attend any of the interview dates (see page 16).

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 10 April 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

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

07900 363803





2 | Welcome to Funding Affordable Homes Housing Association

At Funding Affordable Homes Housing Association, we are proud of our purpose: to deliver high-quality, affordable homes while maintaining the very highest standards of governance, integrity and regulatory compliance.

As we continue to grow and strengthen our impact, we are now seeking an exceptional Head of Governance to play a pivotal role at the heart of our organisation.

This is a rare and exciting opportunity for a governance professional who enjoys operating at board level, shaping strong decision-making and ensuring excellence across regulatory, constitutional and assurance frameworks. Working closely with me, the Board and Committees, you will be central to how FAHHA

is governed - supporting robust risk management, regulatory compliance, board effectiveness and continuous improvement, while helping us stay ahead of an evolving regulatory landscape.

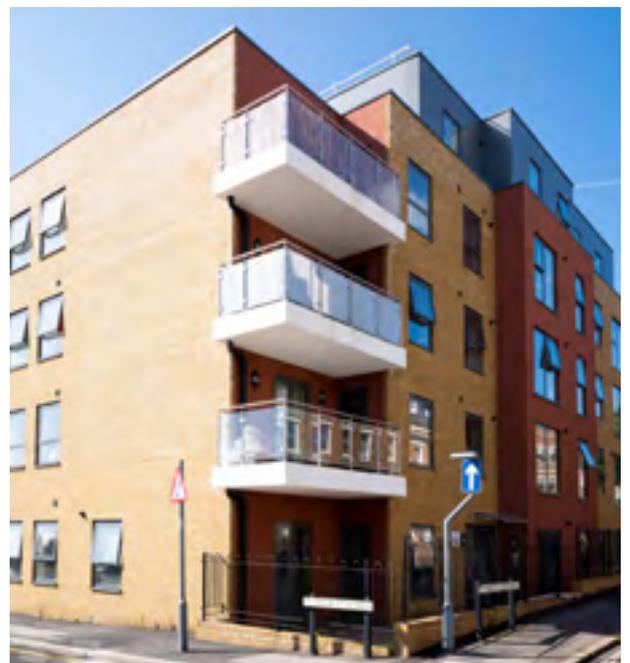
If you are motivated by purpose, thrive in a high-trust environment, and want to use your governance expertise to help deliver homes and positive outcomes for communities, I would be delighted to hear from you.

Kush Rawal

Kush Rawal

Managing Director

Funding Affordable Homes Housing Association





3 | About Funding Affordable Homes Housing Association

FAHHA is a for-profit registered provider within a social impact investment group (FAH) which invests in UK government regulated affordable housing.

We have close partnerships with housing associations, house builders, developers and local authorities. Working with local registered provider partners we use FAH's private sector capital to promote the delivery of additional affordable homes.

We seek to increase our national footprint in the UK and continue to invest across a wide mix of housing tenures.

Our objective is to create measurable social benefit within the communities and for the individuals and families where we build homes.

Our Portfolio

Working with our partners FAHHA is building a large diversified portfolio of freehold properties offering economies of scale and future value enhancement and realisation.

Strategy and Market Focus

FAH intends to build, through FAHHA, a balanced portfolio of affordable housing investments in order to deliver a mix of income yield and capital appreciation for shareholders. We invest directly in affordable homes typically taking a freehold interest and working across different strategies to enhance diversification and broaden the social delivery.

The strategies include affordable homes for:

- Long-term rent (based on income and need);
- Shared Ownership (allowing residents to increase their proportion of ownership over time); and
- Specialist accommodation (where additional support is required).

In each instance FAHHA enters into long-term management contracts or leases with housing associations or private sector organisations. These agreements cover the provision of tenant services, maintenance and support.

FAH has both social and economic objectives believing that the combination represents a powerful mix that will assist the development of the FAH approach within the sector. FAH considers that affordable housing, as a residential investment class, is attractive and under-invested at this time. Attributes include:

- Significant long-term undersupply and demonstrable need;
- Highly defined regulatory and governance framework;
- Opportunity to acquire freehold interests; and
- 97%+ occupancy level.

To learn more about FAH you can view our website [here](#)

Funding Affordable Homes Housing Association Annual Reports and Financial Statements can be viewed [here](#)





8 | The Team

Managing Director/
Company Secretary
Kush Rawal

Head of Governance
Vacant

Finance Director
Anne Edward

Property Surveyor
James Curry

9 | Board and Committees

Meeting	Chair	Members
FAHHA Board	Richard McCarthy CBE	Graham Howie (Vice Chair), Julia Histon, Abdul Ravat, James Whidborne
Governance & Compliance Committee	Julia Histon	Graham Howie, Abdul Ravat
Audit & Risk Committee	Graham Howie	Julia Histon, Abdul Ravat



10 | Role profile

Head of Governance

Reports to: Managing Director

Hours: Part-time – 22.5 hours per week (3 days, flexible working arrangements available)

Location: 4 Carlton Gardens, London, SW1Y 5AA

Role Purpose

The Head of Governance is responsible for ensuring that FAHHA meets its constitutional, statutory, regulatory and best practice governance obligations.

Working closely with the Managing Director, Board and Committees, the postholder will act as a trusted governance adviser and executive support to the Managing Director, ensuring strong organisational grip across governance, regulation, risk and assurance.

The role plays a critical part in:

- Supporting effective and well-informed Board decision-making.
- Maintaining robust regulatory compliance with the Regulator of Social Housing (RSH) and Homes England (HE).
- Ensuring transparent, well-documented governance arrangements.

- Providing structured assurance to the Managing Director and Board.

The postholder will help ensure FAHHA continues to operate in line with regulatory standards, codes of governance, and evolving sector expectations, including where tenure diversification (e.g. shared ownership) applies.

Key Responsibilities

1. Governance and Board Support

- Act as principal governance adviser to the Managing Director, Board and Committees, ensuring the effective operation of all formal governance arrangements.
- Plan, coordinate and service Board and Committee meetings, including:
 - Forward agenda planning aligned to regulatory and business priorities
 - Quality assurance and challenge of papers
 - Accurate minute-taking
 - Clear recording and tracking of decisions and actions.

- Maintain and manage the annual governance cycle, including statutory filings and key regulatory deadlines.
- Oversee Board member appraisals, Board effectiveness reviews and governance performance assessments.
- Maintain constitutional documents, Standing Orders, Financial Regulations and governance policies to ensure they remain fit for purpose.

2. Direct Support to the Managing Director

- Act as day-to-day governance and regulatory adviser to the Managing Director, providing proactive briefings, horizon scanning and recommended actions.
- Maintain a governance and regulatory dashboard, ensuring deadlines, submissions and commitments are tracked and delivered.
- Draft and quality-assure Board papers, regulatory submissions, briefings and external correspondence as required.



- Support the Managing Director in preparation for meetings with regulators, auditors, funders, insurers and professional advisers.
- Provide executive coordination support across governance, risk and assurance-related projects.
- Support delivery of strategic priorities where these relate to regulatory compliance, governance, assurance, transparency or organisational effectiveness.
- The Managing Director may reasonably call upon the postholder to provide wider executive support linked to governance, regulatory compliance, risk management, stakeholder engagement and corporate assurance.

3. Regulatory Compliance and Assurance

- Maintain oversight of all constitutional, statutory and regulatory requirements, ensuring compliance with RSH and Homes England standards.
- Lead preparation and coordination of:
 - Annual self-assessments against Economic and Consumer Standards
 - Code of Governance compliance
 - Housing Ombudsman Complaint Handling Code compliance

- Act as system administrator for NROSH+ and the Homes England Information Management System (IMS), validating and submitting:
 - Regulatory returns
 - Grant applications and drawdowns
 - Statistical Data Return
 - Fire Remediation Survey
 - Disposal notifications
 - Statutory notifications
- Maintain a regulator engagement log and ensure all communications are properly recorded and evidenced.
- Ensure governance documentation is audit-ready and compliant in the event of regulatory review or inspection.
- Support compliance requirements associated with shared ownership or tenure diversification (where applicable).

4. Policy, Risk and Assurance

- Draft, review and update governance-related policies in line with regulatory requirements and organisational practice.
 - Own and manage the corporate risk management timetable, ensuring:
 - Quarterly risk reviews
 - Regular refresh of the Risk Register
 - Escalation of material risks
 - Clear Board reporting

- Support assurance mapping across the organisation to demonstrate effective internal control.
- Maintain oversight of emerging governance and regulatory developments, advising the Managing Director and Board on implications and required actions.
- Support the Value for Money framework and reporting cycle.

5. Statutory and Nominated Roles

Undertake nominated responsibilities as allocated by the Managing Director, which may include:

- Deputy Anti-Money Laundering Reporting Officer (AMLRO)
- Deputy Company Secretary
- GDPR Officer
- Nominated Complaints Officer
- Value for Money (VfM) Executive Champion

Nominated responsibilities may be adjusted in line with organisational capacity, regulatory requirements and risk profile.



6. Audit, Legal and External Assurance

- Coordinate the internal audit programme and oversee delivery of internal audit assignments.
- Support Audit Committee oversight and follow-up of audit actions.
- Oversee procurement and performance of key professional services, including internal auditors and insurance brokers.
- Act as primary liaison with external legal advisers on governance-related matters.
- Support regulatory inspections and external assurance reviews.

7. Board Development and Engagement

- Facilitate Board recruitment, induction and succession planning.
- Coordinate Board training and development aligned to regulatory and strategic priorities.
- Support annual Board evaluation processes.
- Present Tenant Satisfaction Measures (TSM) outcomes to the Governance & Compliance Committee and support publication requirements.

8. Reporting and Annual Report

- Prepare the governance sections of the Annual Report and Accounts.
- Ensure alignment with regulatory expectations, sector best practice and Code of Governance requirements.
- Support timely approval and filing of statutory accounts and related returns.

11 | Person Specification

Essential Experience and Knowledge

- Significant experience in governance, company secretariat or compliance within a regulated environment.
- Strong understanding of governance frameworks, Board processes and regulatory compliance.
- Experience supporting Boards and senior executives, including preparation of high-quality reports and advice.
- Experience of risk management, internal control and assurance frameworks.
- Experience drafting and reviewing policies.

Desirable

- Experience within social housing, local government or regulated not-for-profit sector.
- Knowledge of or interaction with the Regulator of Social Housing and/or Homes England.
- Experience managing Board recruitment, induction or evaluation.
- Experience overseeing internal or external audit processes.

Skills and Attributes

- Excellent written and verbal communication skills.
- Strong analytical capability and attention to detail.
- Professional judgement, integrity and discretion.
- Ability to work independently and manage multiple priorities.
- Strong relationship management skills with Board members, senior leaders and external stakeholders.

Qualifications

- Relevant professional qualification in governance, company secretariat, law or compliance, or equivalent experience.
- Governance qualification or part-qualified status (e.g. CGI/ICSA) desirable but not essential.
- Relevant training in data protection, AML or compliance desirable.

Values and Behaviours

- Commitment to high standards of governance, transparency and accountability.
- Collaborative and solutions-focused approach.
- Commitment to equality, diversity and inclusion.
- Integrity and professionalism at all times.

Role Scope

This role is primarily focused on governance, regulation, assurance and Board effectiveness. It must be noted that this is a hands-on role requiring close connection to the other parts of the organisation's work.

This job description provides an overview of the role and may be refined in line with organisational priorities and regulatory developments.



12 | Key terms and conditions

Position:

Head of Governance

Package

c.£70K (FTE). Pro rata for this part time role as below.

Working hours:

The standard full-time working week is 37.5 hours, worked across the normal business week. This post is offered on a part-time basis of 22.5 hours per week. Hours may be worked across five days or condensed into three days. We are

happy to discuss flexible working arrangements. However at least 3 days of a 5-day week, or 2 days of a 3-day week will be office based.

Benefits:

Competitive pension and life assurance provided.

Annual leave:

25 days (FTE) paid leave per year, plus bank holidays.

Probation and notice periods:

6 months for probation and 3 months' notice

Location:

Your place of work will be Funding Affordable Homes Housing Association, EdR's offices at 4 Carlton Gardens, London, SW1Y 5AA.

13 | Key dates and the selection process

Closing date:

Friday 10 April 2026 (9am)

We will be in touch to let you know the outcome of your application by Friday 17 April 2026.

First interviews:

Wednesday 29th April

First interviews will be held virtually with Kelly Shaw and Stephen Bull.

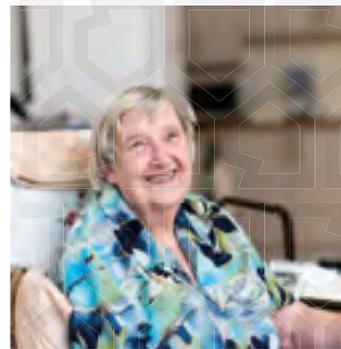
Final interviews:

w/c 11 May 2026

Shortlisted candidates will be interviewed by a Funding Affordable Homes Housing Association panel.

Interviews are planned to be face-to-face and be held at EdR's offices at 4 Carlton Gardens, London, SW1Y 5AA

14 | Media advertisement



Head of Governance

Circa £70K (FTE)
Part-time pro rata 3 days a week
London

Funding Affordable Homes Housing Association (FAHHA) is a for-profit Registered Provider of social housing, operating within the corporate group of a social impact investment company. Through Funding Affordable Homes (FAH), the organisation invests in UK affordable housing to deliver both strong financial performance and measurable social impact for communities and investors.

FAH has supported the development of almost 900 affordable homes across the UK, more than two thirds of which are owned by FAHHA and managed in partnership with local housing associations. Its core objective is to create lasting social benefit for individuals, families and communities through providing high-quality,

well-managed homes. FAH's investment adviser is Edmond de Rothschild Real Estate Investment Management.

FAHHA is now seeking to appoint a part-time (3 day a week) Head of Governance to play a pivotal role in ensuring the organisation meets its constitutional, statutory, regulatory and best-practice governance obligations. Working closely with the Managing Director, Board and Committees, the Head of Governance will act as a trusted adviser to executive and non-executive leadership, leading Board and Committee processes, strengthening risk and assurance oversight, and supporting regulatory engagement.

This is a critical role in supporting effective decision-making, maintaining strong relationships with regulators,

and ensuring ongoing compliance with the expectations of the Regulator of Social Housing, Homes England, and relevant codes of governance.

You will bring significant experience in governance, company secretariat, compliance or regulatory roles within a regulated environment, ideally supported by a relevant professional qualification (e.g. CGI/ICSA, law or compliance) or equivalent experience.

For an informal discussion, contact **Kelly Shaw** on **07900 363803**, kelly.shaw@campbelltickell.com

A job pack is available at www.campbelltickell.com/jobs/

Closes | Friday 10 April 2026 (9am)

CAMPBELL TICKELL

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