

Board member

Recruitment pack

March 2026



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| your application

Thank you very much for your interest in these Board roles at Karibu Community Homes (Karibu). On the following pages, you will find details of the roles 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 roles. After you have done that, please get in touch, so that we can talk through your offer and get a sense of how it aligns with what Karibu 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 (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 9am, Friday 17th April 2026. Please ensure we receive your application in good time.

We are happy to have further discussion, so please send an email either of the addresses below and we can arrange a time to speak.

Kind regards

Isabella

Isabella Ajilore | Search Consultant

Isabella.Ajilore@campbelltickell.com
07572 166417

Alice

Alice Morris | Recruitment Consultant

alice.morris@campbelltickell.com
07931 432033

| welcome

Karibu means 'welcome' in Swahili and I am so pleased that you are taking a closer look at this opportunity to be a part of the Board team at Karibu. We are still a relatively new organisation so, it's a unique chance to join us at this initial stage of our journey.

Arising from a recent merger of two like-minded Black and minority ethnic (BME) organisations who shared a similar profile and values, Karibu is set to make a significant impact across London's social housing landscape. For this we require diverse and brilliant talent around our Board table and seek two new colleagues with skills in Finance, and Culture & Transformation.

'We are ambitious to improve and while we have made significant progress since merger there is more to do. We appreciate that the external environment continues to provide both challenge and opportunity. So, we welcome people with curious minds who are comfortable in questioning how we can do things better. We value challenge and collaborative working that supports high quality debate. The diverse backgrounds and perspectives of our Board colleagues add considerable value to that. We also set and work to high standards around probity and assurance. Importantly our Board culture and decision-making is informed by the everyday experiences of our customers, staff and partners.

There is a definite sense of momentum at Karibu, so, if this scene-setting resonates with you, then do read on to find out more about who we are and what's important to us.

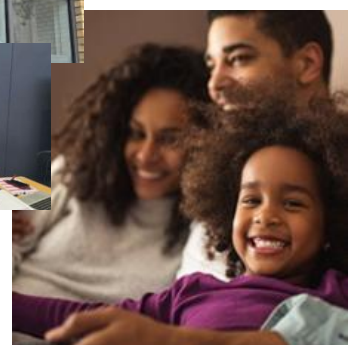
We are proud of our heritage and are also looking forward to the future.

I shall look forward to hearing more about your offer to us and getting to know you better during this process.

Warm regards

Dave

Dave Baptiste | Chair



| about Karibu

Our vision

A top performing, customer driven business, making a positive contribution to supporting diverse and cohesive communities.

Our STAR values

- ★ **Service:** Delivering services residents value and we're proud of;
- ★ **Trust:** Being open, honest and showing integrity;
- ★ **Accountability:** Taking ownership and responsibility;
- ★ **Respect:** Showing care, commitment, and fairness; and
- ★ **Strength:** Building on the strength of people, legacy and resources.

Our corporate objectives

- ★ Quality services and empowering communities
- ★ High performing business
- ★ Quality and safe homes
- ★ Great place to work

Our profile

Created in April 2024, through merger, we are the UK's largest BME registered housing provider with 1,900 homes. We have a strong local focus across West London (Brent, Ealing, Elmbridge, Harrow, Hillingdon, Hounslow, Kensington & Chelsea, Kingston, Richmond and Slough and the surrounding areas) which is where our legacy organisations Inquilab and Westway were rooted.

Our heritage matters to us. We're proud of our long history which gives us a real sense of purpose. We are also very excited about this next chapter in the Karibu story.

People are central to our business, and our dedicated Board and Executive teams play a crucial leadership role in driving us forward. We have a staff team of 41 colleagues who have come together with a shared goal to deliver brilliant services, and we provide nearly 1,900 homes to over 5,000 residents and serve communities across London and beyond.

We are especially proud to be an open, diverse and inclusive organisation, promoting a culture in which everyone can be themselves and contribute.

You can read further about our:

- ★ [Service plan](#);
- ★ [2025 Corporate Plan](#);
- ★ [Last year's annual report to residents](#);
- ★ [2025 Annual Review and Financial Statements](#); and
- ★ [Our latest regulatory judgement](#) (December 2024)

Building new homes and making sure the homes we already own are safe and high quality are key priorities. We are part of the Build London Partnership led by L&Q, which supports our plans to continue to deliver affordable homes for rent and ownership.

We are investing more widely in activities that provide our residents with access to opportunities to develop their careers, learn, or support their communities.

Our digital transformation is continuing, with significant investment in technology and people.

As part of our commitment to involvement, openness and transparency, our Resident Scrutiny Panel scrutinises organisational performance and reviews operational policies and procedures to ensure they are effective in meeting resident's needs. We offer a variety of involvement and engagement opportunities, and you can read more here: [Your voice matters](#).



| role profile

Accountable to: Karibu Community Homes Board, via the Chair

Purpose of the role:

- As part of the Board team, determine and uphold the organisation's vision, values and strategies.
- Contribute to the Board's collective responsibility for the success of the organisation, ensuring its compliance with all legal and regulatory obligations by setting and monitoring the strategic direction of the organisation.
- Provide effective governance of the organisation, ensuring that decisions taken by the Board are in the best interests of the organisation and its customers.
- Each Board member will also be a Committee member and/or Committee Chair, commensurate with your skills and experience.
- Be an ambassador for Karibu, to support our profile, brand and reputation.

Key responsibilities:

Strategic leadership:

1. Provides strategic leadership and direction to the work of the organisation.
2. Promotes good governance and ensures that the organisation's affairs are conducted in accordance with propriety and that its obligations to its stakeholders and others, including its regulators, are fully understood and delivered.
3. Provides leadership on equality and diversity matters ensuring this is reflected in all that the organisation does.
4. Be a champion of the customer service ethos and ensure that customer voice is heard and influences Board decision-making.

Conduct of Board business:

5. Works in accordance with the organisation's chosen Code of Conduct and Code of Governance.
6. Participates in reviews of Board performance, both individual and collective, attending training when required; participating in opportunities for learning and development and keeping up to date with sector matters.

7. Diligently prepares for and attends Board meetings, making an active contribution to discussions and decision making.
8. In the event of unavoidable absence from a meeting, provide comments and questions in advance on the relevant papers to the meeting Chair.

Risk and performance:

9. Ensures that compliance requirements are met, and that the organisation's affairs are conducted to accepted standards of performance and propriety.
10. Determines the organisation's approach to risk, establishing its risk appetite and tolerances.
11. Approves an appropriate, robust and prudent business planning, risk and control framework and reviews its effectiveness at least once a year.
12. Establishes ambitious but financially prudent strategic policies and plans to achieve organisational objectives and approves each year's budget and accounts prior to publication.
13. Monitors the organisation's performance in relation to plans, budgets, controls and decisions, and ensures that the organisation is well run and viable.
14. Agrees policies and make decisions on all matters that might create significant financial or other risk to the organisation.

Working with the Executive:

15. Provide advice, challenge, and support to the CE and Executive, establishing an open working relationship, with mutual respect for each other's distinctive roles; and role modelling expectations for an effective Board and Executive relationship.

Stakeholder relationships:

16. Be an ambassador for the organisation; help build its brand and public image, ensuring an effective profile in consultation with the CE.
17. Represent the organisation with key stakeholders, such as regulators and decision-makers.
18. Attend ad-hoc meetings as required (for example, residents' meetings) and travelling as required to promote the values and purpose of the organisation.

| person specification

For these two vacancies:

- **Role one: Finance** - finance qualified, ACA, ACCA, CIMA or equivalent, a strong track record in business planning, audit, budget setting, and considering long-term viability. Experience in environments where you help to appraise investment opportunities would be very welcome.
- **Role two: Culture and Transformation** -strategic insight and a forward-thinking approach to performance, with experience supporting organisational change and transformation. An ability to champion customer insight in decision-making, promote strong equity, diversity and inclusion (EDI) principles, and provide informed oversight of digital and IT strategy, including data, technology opportunities, and associated risks.

Experience and knowledge:

- a. Governance, organisational leadership and management experience.
- b. Lived experience as a social housing resident, is not essential, but would be particularly valuable.
- c. Experience of operating effectively at high levels within an organisation, and a proven ability in influencing decision making.
- d. Empathy with the purpose of the social housing and/or direct experience of working in the sector. Knowledge of the housing regulatory environment would be advantageous.
- e. Ensures the commitment to equality, diversity and inclusion runs through all that the Board do.
- f. Experienced in balancing commercial and social value considerations in decision-making.

Skills and abilities:

- g. Ability to give a clear sense of strategic direction.
- h. Skilled in listening to others' contributions, challenging in a constructive way and supporting consensus through persuasive discussion
- i. Able to make balanced and informed decisions, analysing performance,

financial and other information.

- j. Assesses risk and promotes risk awareness without being risk averse.
- k. Excellent communication skills; committed to developing positive relationships.
- l. Able to read, understand and analyse written and numerical reports presented to the Board for decision and information.
- m. IT literate, able to participate in on-line meetings.
- n. Able to be an organisational ambassador.
- o. Works well in a team, with a collaborative style.

Personal qualities:

- p. Shares the vision and values of the organisation.
 - q. Champions the rights of customers to access high quality homes and services.
 - r. Enthusiasm to implement change and improve services.
 - s. Acts with a high degree of probity, integrity and ethical standards.
 - t. Leads by example with an open, engaging and enthusing style.
 - u. A personal and professional credibility that generates confidence at all levels.
 - v. Committed to accountability, openness, transparency and equality of opportunity.
 - w. Has a passion for supporting young people.
 - x. Experience with softer skills such as culture, equality and diversity.
 - y. Has the necessary time commitment and flexibility for the role.
-

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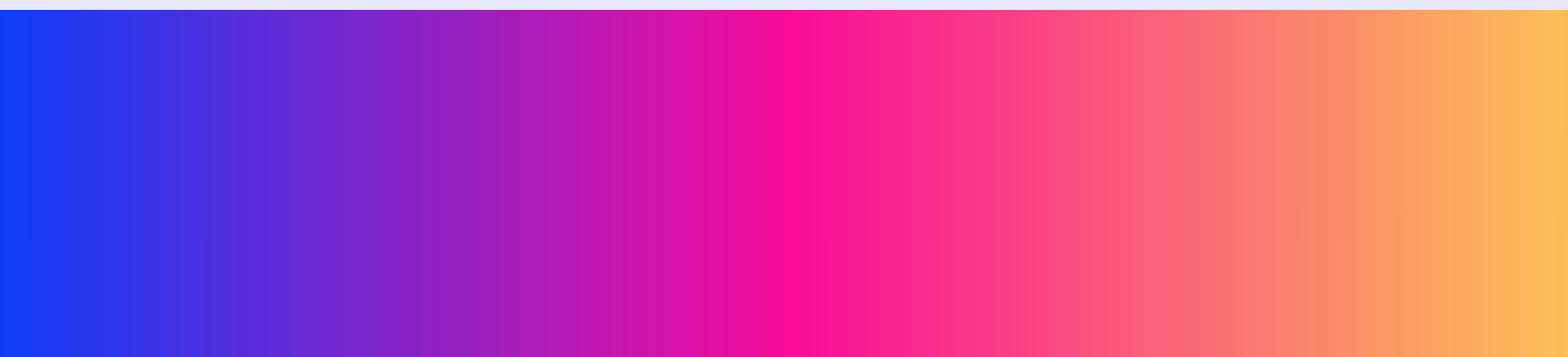
The creation of Karibu Community Homes marks a significant milestone, bringing together the strengths of Inquilab and Westway housing associations.

Great customer service is at the heart of everything we do. This merger enables us to combine the best practices of both organisations to enhance our services.

I am incredibly proud of what we have achieved separately and even more excited about what we will achieve together

”

Dave Baptistse | Karibu Chair



| key terms & conditions

| Remuneration:

The remuneration for the Board member role is £2,500 pa.

Reasonable expenses are reimbursed.

| The appointment:

The term of office would usually be two three-year terms, up to a maximum of six years.

All Board members are required to join at least one Committee. This will be discussed with you at appointment to take account of your interests and skills.

| Location:

The office is at Unit 3, 8 Kew Bridge Road, Brentford, TW8 0FJ.

| Capacity:

Typically, each year there are five Board meetings, and up to two strategy days. Each Committee usually meets quarterly.

There will likely be additional ad hoc events including training, stock tours etc.

The estimated time commitment for the role is around two to three days per month

Board and Committee meetings are generally held in-person at our offices.

Additional meetings typically happen on digital platforms.

If you can meet the capacity and location requirements for the role, we can be flexible on your base location.

| dates & selection process

| Closing date

Friday 17th April 2026 | 9am

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

| First interviews

Tuesday 28th April 2026 and
Wednesday 29th April 2026 | Via
Teams

Longlisted candidates will be interviewed by a Campbell Tickell panel.

We will be in touch to let you know the outcome of the interview by the middle of the following week.

| Final interviews

Thursday 28th May 2026 | in-person
at Kew Bridge offices

There will be a final panel interview with the Karibu Chair, Dave Baptiste and other Board colleagues. Ricky Scipio, Karibu Chief Executive will also be in attendance, along with Alice Morris from Campbell Tickell.

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

Board member roles x2

£2,500 pa | West London

This is a unique opportunity to join our Board team and help set the tone for our new organisation.

Karibu is proud to be working across London's diverse communities. We are keen to ensure a range of voices contribute at Board-level. As a registered housing provider, we have an unequivocal commitment to great customer services and staff wellbeing.

For these two Board roles we are not seeking to be prescriptive about your sector background. You don't even have to have prior Board experience but insight into good governance will be helpful.

- ★ Role one: Finance - finance qualified, ACA, ACCA, CIMA or equivalent, a strong track record in business planning, audit, budget setting, and considering long-term viability. Experience in environments where you help to appraise investment opportunities would be very welcome.
- ★ Role two: Culture and Transformation - strategic insight and a forward-thinking approach to performance, with experience supporting organisational change and transformation. An ability to champion customer insight in decision-making, promote strong equity, diversity and inclusion (EDI) principles, and provide informed oversight of digital and IT strategy, including data, technology opportunities, and associated risks.

If you feel a strong sense of connection to residents, local communities and, above all, our values then we'd love to hear from you. We are also interested to talk to people with lived experience of the types of support we provide.

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

Closes | 17th April 2026 | 9am

For further discussion, please contact:
Isabella.Ajilore@campbelltickell.com or 07572 166417



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