



Non-Executive Chair

Wandsworth Housing Improvement & Transformation Board

Candidate Information Pack

April 2026

**CAMPBELL
TICKELL**

Your Application

Thank you very much for your interest in this Non-Executive Chair post at Wandsworth Housing Improvement and Transformation Board. 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 we can talk through your offer and get a sense of how that aligns to what Sherbourne Recycling 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 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, Monday 4th May 2026. Please ensure we receive your application in good time.

Do call me if you wish to have an informal discussion about the role and organisation, or if you have any other questions to help you decide whether to apply.

Kind regards,

Kelly Shaw

Senior Associate Consultant

+(44(0)7900 363 803

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1 Introduction

The Wandsworth Housing Improvement and Transformation Board (“the Board”) provides independent oversight, support and challenge to ensure the Council delivers a safe, compliant and high-performing landlord service, in line with the Housing Improvement and Transformation Plan (HIT Plan). The Board’s purpose, remit and membership are set out in the Council’s Terms of Reference, which confirm that the Board is chaired by an independent Non-Executive Chair appointed by the Council. The Chair plays a pivotal role in ensuring the Board fulfils its function as an assurance and advisory body, providing robust scrutiny while keeping residents’ experiences and outcomes at the heart of all considerations.

The Chair is expected to bring authoritative leadership, exemplary governance practice, neutrality and objectivity, and a deep commitment to improving housing services for tenants and leaseholders.

Further details can be found [here](#)

2 Role of the Chair

The Chair provides strategic leadership, ensures the effective functioning of the Board and upholds the highest standards of governance. The Chair shall ensure that the Council’s Code of Conduct is always adhered to and that Board meetings operate in a professional manner. The Chair will facilitate constructive challenge to the Council and its delivery of the HIT Plan, ensuring strategic grip and modelling the principles of good governance.

The Chair is also expected to work constructively with senior officers, elected members, residents and stakeholders, fostering a climate of trust, respect and open dialogue while maintaining appropriate independence.

3 Roles and Responsibilities

The Chair will be expected to fulfil the following actions in key aspects of their role:

1. Leadership of the Board

- Providing clear, confident and impartial leadership, ensuring the Board fulfils its assurance and advisory role effectively.
- Setting the tone for a culture of accountability, respect, openness and constructive challenge.
- Ensuring the Board maintains a sharp focus on delivery of the HIT Plan, monitoring performance, risks, compliance and resident outcomes.
- Upholding and modelling the highest standards of governance, ethics and integrity.

2. Governance, Scrutiny and Assurance

- Overseeing and guiding the Board's scrutiny of statutory compliance, including building fire, legionella, asbestos, gas, electrical and lift safety and other safety domains.
- Ensuring that the Board provides robust oversight of operational performance, culture, financial controls and risk management.
- Ensuring that decisions are informed, transparent, evidence-based and aligned to resident experience and regulatory expectations.

3. Strategic Oversight of the HIT Plan

- Leading the Board's assessment of progress against HIT Plan objectives, deadlines, and risk areas.
- Ensuring performance indicators, resident feedback, complaints insights and audit findings inform improvement activity.
- Holding senior officers to account for effective delivery and identify where escalations or additional assurance are required.

4. Resident-Centred Leadership

- Creating an inclusive and participatory culture which allow for meaningful resident input, ensuring insights from the resident-led activity inform the Board's discussions and recommendations.
- Championing dignity, fairness, service quality and the lived experience of residents, ensuring these values are central to the implementation of the HIT Plan.

5. Working with Senior Officers, Councillors and Stakeholders

- Maintaining a constructive but independent working relationship with the Chief Executive, Executive Director of Resident Services and other senior council officers.

- Facilitating effective engagement with Cabinet Members and councillors, ensuring that they act to further the best interests of the Board by working across party boundaries in a collaborative manner.
- Ensuring the Board represents a balanced and collegiate forum incorporating residents, officers and councillors.
- Representing the Board externally when required, championing its purpose and reinforcing transparency.
- Attending meetings of the Regulator of Social Housing, sharing insights and representing the Board's views on all matters relating to the improvement programme and regulatory compliance.

6. Effective Conduct of Meetings

- Chairing Board meetings efficiently, inclusively and professionally, ensuring high-quality debate and clear decision-making.
- Ensuring that the Code of Conduct is adhered to by all attendees, ensuring that meetings are purposeful and undertaken in accordance with the Terms of Reference.
- Supporting members to contribute fully and confidently, ensuring all voices are heard.

7. Reporting, Accountability and Compliance

- Contributing to and approving a bi-annual Board delivery report to Council Cabinet. This should outline the progress made in delivering the HIT Plan.
- Ensuring accountability for compliance with the Regulator of Social Housing's consumer standards, especially the Transparency, Influence and Accountability and Health and Safety standards.

4 Person Specification

The ideal candidate will bring strong governance credentials, a commitment to social purpose with positive outcomes for residents, and high personal integrity. They will be able to demonstrate:

- A proven record of delivering outcomes in resident-facing, public service, housing or community-focused environments, where service transformation and customer trust are central.
- The ability to analyse a broad range of evidence including performance data and risk information to support robust decision-making.
- A strong commitment to the social purpose of affordable housing, with a clear understanding of the need to protect residents' rights, dignity and wellbeing.
- Experience in organisational change, performance improvement or large-scale transformation. Preferably within a local authority or a registered provider of social housing setting.
- A detailed and up to date understanding of the UK social housing sector, including its regulatory landscape, operational pressures, and the key challenges and opportunities shaping the future of safe, high quality and resident focused housing services.
- Understanding of statutory responsibilities for social housing, building safety and compliance. This includes a detailed understanding of the roles of the Regulator of Social Housing and the consumer standards that are informing the Council's improvement work.
- Strong understanding of the role of Boards, including assurance, oversight, risk scrutiny and ethical leadership.
- A deep commitment to equality, diversity and inclusion, ensuring Board decisions reflect diverse lived experiences of Wandsworth tenants and leaseholders.
- Excellent interpersonal skills, able to build trust and credibility with a range of stakeholders including residents, councillors, officers and external partners.
- An ability to facilitate constructive challenge and mediate between differing viewpoints.
- Effective communication skills, able to summarise complex issues with clarity and authority.
- Integrity, impartiality and political neutrality, able to ensure / build consensus across a range of stakeholders.
- Commitment to transparency, accountability and evidence-based decision-making.
- Awareness of the requirements of all social landlords following the Grenfell Tower tragedy and an understanding of their implications for local authorities.

5 Key terms and conditions

Position: Non-Executive Chair

Remuneration:

The remuneration level for the role of Chair is £10,000 per annum. Remuneration will be subject to annual review.

Remuneration reflects market expectations for non-executive leadership roles in the local government housing sector and will be confirmed through the Council's appointment process.

Reasonable expenses will be reimbursed.

Time Commitment:

This role will involve attendance at quarterly Board meetings, monthly meetings with the Regulator of Social Housing and briefings with senior officers from the Council.

You should also factor in preparation for all meetings, including time to read papers and analyse large sets of data.

Occasional attendance at Cabinet, Scrutiny or resident forums may be required.

Additional time may be necessary during periods of heightened scrutiny or key programme milestones.

Terms of Office:

The tenure length for Chair is three years. This can be renewed subject to a satisfactory appraisal and the Board's skills requirements at the time. All board members are restricted to a maximum of six years' continuous service (i.e. two terms, each of three years).

6 Key dates and the selection process

Closing date: Monday 4th May 2026 at 9am

We will be in touch to let you know the outcome of your application by Friday 8th May 2026.

First interviews: From w/c 11th May 2026

Longlisted candidates will be interviewed by a Campbell Tickell panel. Interviews will be held virtually via MS Teams.

Final interviews: w/c 25th May 2026

Shortlisted candidates will be interviewed by a Wandsworth Council panel. Campbell Tickell will also be present.

Interviews will be held at Wandsworth Council offices.



Non-Executive Chair

Wandsworth Housing Improvement and Transformation Board
£10,000 pa | London

Wandsworth Council is seeking an outstanding Non-Executive Chair to lead its independent Housing Improvement and Transformation Board. This is a pivotal role at a crucial time, providing strong governance, strategic challenge and clear, independent assurance as the Council delivers its Housing Improvement and Transformation Plan.

As Chair, you will guide the Board's scrutiny of performance, safety, compliance and resident experience, helping ensure the Council becomes a high-performing, transparent and resident-focused landlord. You will work collaboratively with senior officers, councillors and residents while maintaining the independence needed to hold the organisation to account.

We are looking for an experienced leader with a deep understanding of the social housing sector, strong governance credentials and a genuine commitment to improving outcomes for tenants and leaseholders. You will bring integrity, impartiality and the ability to analyse complex evidence and facilitate constructive challenge. Experience in regulation or senior housing leadership is highly desirable, and this role offers an excellent opportunity for someone looking to add to an existing non-executive portfolio.

If you want to play a meaningful role in strengthening housing services and improving residents' lives in Wandsworth, we would be pleased to hear from you.

Download a job pack at www.campbelltickell.com/jobs

For an informal discussion, please call **Kelly Shaw** on **07900 363803** or email kelly.shaw@campbelltickell.com

Closing date | Monday 4th May 2026

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For any enquiries about our
recruitment process email:
recruitment@campbelltickell.com
