

CAMPBELL  
TICKELL



Chair +  
Board member  
Recruitment Pack  
May 2026

## Your application

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**Thank you for your interest in the roles of Chair and Board Member at NewlonBuild.**

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 please read this pack carefully as it will provide you with an overview of the organisation and role.

**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, 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](http://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 9.00am on Tuesday 16<sup>th</sup> June 2026.**

Please ensure we receive your application in good time.

We are happy to have a preliminary discussion. Please send an email to either of us at the addresses below and we can arrange a time to speak.

Kind regards,

*Bill*

**Bill Barkworth | Senior Associate Consultant**

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*Hayley*

**Hayley Sheldon | Search Consultant**

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## Welcome Letter

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The Newlon Board are very pleased that you are taking a look these roles with NewlonBuild, our development and construction arm.

NewlonBuild plays a key role in the delivery of our growth strategy through the oversight and development of exemplar schemes of new homes for affordable rent, shared ownership and market sale through development partnerships and joint ventures with organisations that share our vision and values.

Over the next five years we aim to develop a further 100 new homes a year through the completion of the Barnsbury Estate regeneration as well as building additional new homes where suitable opportunities arise.

We are seeking an experienced and strategic Chair to lead the NewlonBuild board, with experience of either a private residential developer or large registered provider, who can ensure strong governance, effective oversight, and high-quality decision-making across construction, procurement, and financial performance.

The role acts as a key link to the parent organisation, providing robust assurance, managing risk, and ensuring compliance while driving value for money, safety, and quality in delivery. The ideal candidate will bring senior leadership or board-level experience, strong knowledge of governance and risk frameworks, and expertise in areas such as construction, housing, procurement, or regulated environments, alongside excellent communication, judgement, and the ability to provide constructive challenge and strategic direction.

We are also looking for a Board Member with board level experience and likely to be operating at or recently retired from a private house builder or registered provider with a background in development and/or sales and marketing. Although working at a senior level, this may be your first non-executive role.

Newlon has a proud legacy stretching back more than 55 years and our growth and continued ambition has not taken us away from our core purpose – to provide high quality affordable homes in London. If that resonates with you, and you share our purpose and values, please contact Bill Barkworth at Campbell Tickell to find out more about these opportunities.

Yours sincerely,

**Aman Dalvi**

Chair of the Newlon Board

## About NewlonBuild

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NewlonBuild is integral to the delivery of Newlon’s vision. As the Trust’s wholly-owned development subsidiary, it provides the specialist development and commercial expertise that enables Newlon to undertake complex regeneration and new-build schemes with confidence and discipline, delivering lasting value to communities, while safeguarding the Trust’s social purpose.

Working with joint-venture and delivery partners, NewlonBuild has been at the heart of Newlon’s growth programme — supporting regeneration, expanding housing supply and enabling investment in mixed-tenure developments that balance financial sustainability with social impact. It has an independent Chair and is serviced by the Trust.

NewlonBuild also acts as a joint venture partner for the specific development projects that the Trust may be involved in. Currently they include:

- A joint venture with Belmont Street JV LLP for Belmont Street, Chalk Farm London, commenced in 2021/22. The LLP replaced a redundant site with a mixture of 115 units, comprising one, two and three bedroom homes, 89 of which were for market sales and 26 affordable. The development of the site completed in October 2024 and we expect all units to be sold in the 2026/27 financial year.
- Joint ventures, Barnsbury 1 LLP, Barnsbury 2 LLP and Barnsbury 3 LLP which are partnerships between NewlonBuild and Mount Anvil to deliver a major estate regeneration at Barnsbury Estate in Islington. The Barnsbury project will comprise more than 1,000 homes with affordable and outright sales units.

NewlonBuild continues to support the delivery of an ambitious development pipeline involving significant capital investment, complex stakeholder relationships and material commercial and delivery risk — all managed within a robust governance framework that protects the interests of the Trust and its residents.

### **Newlon Housing Trust**

Newlon is a charitable, not-for-profit housing association founded in Hackney in 1968 by The New London Synagogue at a time of pressing local need for decent and affordable housing.

Our mission is to provide the high-quality affordable homes that people in London so badly need, and we believe that this mission is as important today as it was in 1968. We remain rooted in our values – truthful, trusted, supportive, fair, quality and safe – and they inform everything we do.

We are a growing organisation working across nine boroughs in north and east London and providing around 8,500 homes. Over half of our homes are general needs properties for social rent and around a quarter are shared ownership and leasehold homes. We also have a portfolio of supported housing and homes for intermediate rent, including a scheme providing homes for the hospital trust at the Royal Free in Hampstead.

In recent years we have been one of London's major providers of new affordable housing. In partnership with the Greater London Authority (GLA), we have delivered more than 2,000 new homes over the past decade. We provide a mix of affordable housing types, including low-cost rented family housing, shared ownership homes to help people take their first step onto the property ladder, below-market-rate rented accommodation for key workers, and a wide range of supported housing. The current economic environment remains challenging for developing new affordable housing in London. Nevertheless, we remain committed to providing homes for those in need and through **NewlonBuild** we continue to progress a substantial development pipeline of new homes.

Following a recent inspection, we have been graded a G1, C2 and V2. Remediating a third of our homes, and investing more in others, has obviously put pressure on our finances in common with most London associations. We have just refinanced for the short and medium-term and have a clear strategy for the future. As a group we employ over 700 people – more than 200 in the trust, and our workforce reflects the diversity of London across all levels of the organisation. Around 10% of our workforce are also our residents, meaning the services we provide are delivered and shaped by people who rely on them. The inclusivity of our workplace is something we remain proud of and deeply committed to.

Our most recent **financial statements**, **annual report** and **ESG report** are available on our website. <https://www.newlon.org.uk/publications>

### **Regenerating communities**

We work in some of the UK's most diverse areas and are proud of our record of helping create sustainable communities. We have been the lead social housing partner in several high profile and successful regeneration projects. In the award-winning Arsenal Regeneration Programme, we worked in partnership with Arsenal Football Club and Islington Council to create a vibrant new community as part of the project that supported Arsenal's move from Highbury to the Emirates Stadium. Since 2005 we have built nearly 1,500 new affordable homes around Arsenal. Fifty per cent of all new homes provided were affordable housing developed by us – the first time that such a high proportion had been achieved on a project of this scale in London.

In Tottenham, at Hale Village we built 542 affordable homes along with a new head office, opened in 2011, as partners in a £400 million scheme central to the rejuvenation of one of London's more deprived areas. The success of Hale Village helped catalyse the wider

regeneration of Tottenham, and we continue to be partners in the ongoing regeneration of Tottenham Hale.

We are currently a GLA strategic partner, and are bidding for the new round of funding, and our developments include affordable homes as part of major regeneration projects across London, including Tower Hamlets, Camden, Waltham Forest and Enfield. We are also partners in major estate regeneration programmes designed to deliver new affordable homes and improved neighbourhoods. We remain committed to investing in our existing homes, improving building safety and energy efficiency, and progressing our decarbonisation goals. At the same time, we continue to balance our mission of delivering new homes with meeting the needs of our current residents.

### **Remediating homes and investing in existing ones**

Having developed so many homes in North and East in the past two decades, Newlon and its residents are particularly impacted by the building safety issues so horrifically exposed by the Grenfell fire. The organisation acted quickly to establish which homes had been poorly constructed – more than a third of the stock – and put mitigations in place to protect residents, but the task of remediation is not achieved so quickly.

There is a first class special projects team in place, which has worked consistently and well with partners, including the Ministry of Housing, Communities and Local Government, and Homes England, and secured funding for remediation, as well as recouping monies from the contractors who built the homes poorly in the first place. By mid-year we should meet the milestone of having half our programme delivered or contracted. Investing in homes beyond compliance and buildings safety is key to resident satisfaction as well as the long-term sustainability of both the business and the homes we hold in trust. We have surveyed all our stock and fully provided for the needed investment in our 30-year plan. We have also included additional funds to go ‘beyond decency’ particularly in some of our older stock following resident feedback.

### **Working with residents**

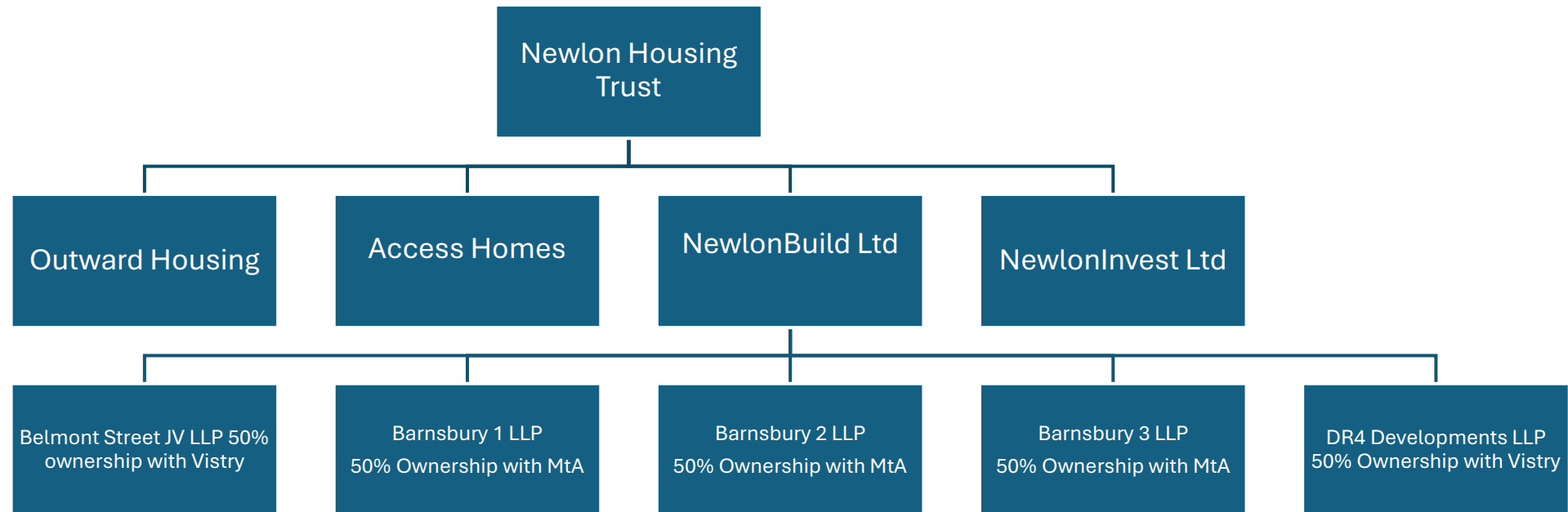
We value our residents’ views and work in partnership with them to design, manage and assess the services we provide. This includes a wide range of involvement and scrutiny initiatives and ensuring resident participation on our Board and Residents’ Services Committee. We have a strong record of supporting local people experiencing hardship and are committed to helping residents sustain their tenancies.

Our **Trust Newlon** initiative, which focuses on improving residents’ satisfaction with the services we provide, remains central to our approach. The programme continues to support improvements in residents’ satisfaction and ensures more residents feel respected and valued, while strengthening our commitment to the neighbourhoods where they live.

**Outward** is our specialist care and support provider, employing around 500 staff who deliver a range of specialist housing, care and support services for people with learning disabilities, people on the autism spectrum, as well as vulnerable older and young people. Newlon remains committed to supporting the vital work that Outward provides for the more vulnerable members of our community, and we aim to continue developing new supported housing opportunities.

## Group Structure

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You can access more details on Newlon Housing Trust, our Group Board and Executive Team by going to [newlon.org.uk](https://newlon.org.uk)

## Role Profile: Chair

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### Role purpose

To lead the NewlonBuild board in effective governance and strategic oversight of the procurement, development delivery and financial performance of construction and investment activities in accordance with the objectives, risk appetite and approvals set by Newlon Housing Trust as the parent.

The Chair ensures the delivery of high quality, safe, and cost-effective outcomes aligned with the parent's objectives, while operating within a strong Group governance, regulatory and risk management framework.

### Key Responsibilities

- Lead the board, setting agendas and ensuring effective, focused discussions and sound decision making within delegated authority
- Act as the principal interface between NewlonBuild and the parent, Newlon Housing Trust, ensuring a flow of high-quality reporting and robust assurance to the parent board and relevant committees – including meetings with chairs and attendance at parent Board meetings where required
- Provide oversight of development, construction delivery and procurement performance
- Ensure appropriate scrutiny of financial and sales performance, risk and value for money
- Oversee compliance with legal, regulatory, and health and safety requirements
- Providing strong assurance and management of construction projects ensuring project quality
- Communicating any key emerging risks to the parent in a timely manner
- Foster a culture of constructive challenge and continuous improvement at board level
- Provide oversight of NewlonBuild's role within joint ventures, ensuring that governance, performance reporting and risk escalation operate effectively and in line with agreed JV and Group governance arrangements

## Knowledge and Experience

- Significant senior leadership or board level experience, ideally including chairing a Board or committee leadership
- Experience in one or more relevant sectors:
  - Construction or property development
  - Procurement and supply chain management
  - Social housing or similarly regulated environments
  - Sales and marketing
  - Joint ventures
- Strong understanding of corporate governance and risk management frameworks
- Experience overseeing complex delivery organisations with commercial and operational risk
- Familiarity with the regulatory environment, including the role of the Regulator of Social Housing

## Skills and Abilities

- Strategic leadership and the ability to guide long term direction
- Excellent facilitation and communication skills, enabling effective board dynamics
- Strong analytical and decision-making capability
- Ability to provide constructive challenge and hold executives to account
- Skilled in stakeholder management and relationship building
- Sound judgement, particularly in balancing commercial and social objectives

## Person Specification : Chair

### Knowledge and experience

- Previous non-executive Board/chairing experience in a growth orientated and customer focused organisation
- Highly developed commercial acumen based on senior level/executive experience in residential development and regeneration and place-making either in the housing association or private housebuilding sector, with a strong track record of working at the interface of the two
- Experience of public/private partnership working and of building joint ventures and other partnerships and the oversight and management of developers/contractors
- Knowledge of the requirements of operating within a regulated environment
- Experienced at leading strategic debate, encouraging inclusive debate and consensus-based decision-making
- Commitment to diversity, equity, and inclusion, with a track record of fostering inclusive decision-making processes
- Financially astute, with good business acumen and insight into risk and assurance frameworks
- Commitment to purpose of social housing and regeneration, able to champion its impact, ensure the customer voice is part of the decision-making process
- Experience of being an organisational ambassador, including managing a matrix of stakeholder relationships

### Skills and Abilities

- A natural leader with outstanding organisational and chairing skills
- A strong communicator, with well-developed ambassadorial and relationship building skills
- Able to establish clear aims and objectives and ensure regular review and feedback on organisational performance against both financial and non-financial measures
- Has high level of numeracy combined with financial awareness
- Conscious of risk and able to seek assurance that risks are being managed
- Effectively, integrating risk assessment into mainstream business
- Excellent listening skills with empathy and sensitivity to a diverse range of views
- A creative, inspiring, strategic and innovative thinker

- Ability to build consensus where there is no direct line authority to enforce decisions. Ability to handle competing priorities and manage conflicts of interest
- Energetic, determined, robust and resilient to cope with the challenges of the role
- A persuasive and effective influencer and negotiator who can develop collaborative partnerships, work effectively across boundaries and achieve performance and results through others

## Role Profile: Board Member

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### Role purpose

To contribute to the effective governance and strategic oversight of NewlonBuild, supporting the delivery of high-quality, safe, and financially sustainable construction and development activities in accordance with the objectives, risk appetite and approvals set by Newlon Housing Trust as the parent. To provide independent judgement, constructive challenge and specialist insight to ensure procurement, development, and financial performance are aligned with the parent's objectives and regulatory expectations as well as the risk management framework.

### Key Responsibilities

- Contribute to board discussions, bringing independent perspective and constructive challenge to decision making
- Scrutinise performance across development, construction delivery, and joint venture and other investment activities
- Monitor financial and sales performance, ensuring robust oversight of budgets, forecasts and value for money
- Review and assess risk management frameworks, including operational, financial, and health and safety risks
- Ensure compliance with legal, regulatory and governance requirements
- Support assurance on the delivery of construction projects, including quality, cost, and timelines
- Provide oversight of procurement strategies and supply chain performance
- Promote a strong culture of safety, accountability and continuous improvement
- Maintain awareness of key risks and support escalation to the parent board where appropriate
- Build effective working relationships with fellow board members, executives, and the parent company
- Work closely with the chair to ensure effective governance and decision making
- Support the chair in maintaining alignment with the parent company's strategy
- Provide assurance that subsidiary activities are transparent, well-controlled and aligned with Newlon group objectives

- Provide oversight of NewlonBuild’s role within joint ventures, ensuring that governance, performance reporting and risk escalation operate effectively and in line with agreed JV and Group governance arrangements

## Knowledge and Experience

- Experience operating at senior leadership or board level (executive or non-executive)
- Expertise in at least one relevant area:
  - Construction, regeneration, or property development
  - Procurement and commercial/supply chain management
  - Finance, audit, or risk management
  - Social housing or other regulated sectors
- Understanding of governance, assurance and risk management frameworks
- Experience overseeing or advising on complex programmes or delivery organisations
- Awareness of the regulatory environment relevant to housing and development (e.g. social housing regulation)

## Skills and Abilities

- Ability to analyse complex information and provide sound, independent judgement
- Confidence to challenge constructively while maintaining collaborative relationships
- Strong communication and influencing skills
- Strategic thinking with attention to operational delivery detail
- Ability to assess financial and commercial performance
- Sound judgement in balancing risk, cost, quality, and social value outcomes
- Commitment to high standards of governance, integrity, and accountability

## Person Specification: Board Member

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### Knowledge and experience

- Previous non-executive Board experience in a growth orientated and customer focused organisation would be useful but not essential
- Highly developed commercial acumen based on senior level/executive experience in residential development and/or sales marketing either in the housing association or private housebuilding sector
- Experience of public/private partnership working and joint ventures and other partnerships and the oversight and management of developers/contractors
- Knowledge of the requirements of operating within a regulated environment
- Experienced at participating in strategic debate, encouraging inclusive debate and consensus-based decision-making
- Commitment to diversity, equity, and inclusion, with a track record of fostering inclusive decision-making processes
- Financially astute, with good business acumen and insight into risk and assurance frameworks
- Commitment to purpose of social housing and regeneration, able to champion its impact, ensure the customer voice is part of the decision-making process
- Experience of managing a matrix of stakeholder relationships

### Skills and Abilities

- A strong communicator, with well-developed ambassadorial and relationship building skills
- Able to establish clear aims and objectives and ensure regular review and feedback on organisational performance against both financial and non-financial measures
- Has high level of numeracy combined with financial awareness
- Conscious of risk and able to seek assurance that risks are being managed effectively, integrating risk assessment into mainstream business
- Excellent listening skills with empathy and sensitivity to a diverse range of views
- A creative, inspiring, strategic and innovative thinker

- Ability to build consensus where there is no direct line authority to enforce decisions. Ability to handle competing priorities and manage conflicts of interest
- Energetic, determined, robust and resilient to cope with the challenges of the role
- A persuasive and effective influencer and negotiator who can develop collaborative partnerships, work effectively across boundaries and achieve performance and results through others



## Key terms and conditions

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### **Remuneration:**

Chair: £9,030 per annum

Board Member: £6,000 per annum

Reasonable expenses incurred in fulfilling your role will also be reimbursed.

### **The appointment:**

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

### **Time Commitment:**

Chair: 1 to 2 days per month

Board member: up to 1 day per month

Typically, each year there are four Board meetings a year and you would be expected to attend the Group Audit & Risk Committee up to 2 times a year. There are also likely to be additional training sessions and other ad hoc meetings.

Duties will also include the preparation of a quarterly report to the group board and regular meetings with the group chair and other relevant stakeholders.

The group board has 4 strategy days a year and although full attendance is unlikely you may be requested to attend certain sessions.

Meetings are generally held during the working day. We expect that Board Members will attend all Board meetings which are a mix of online and in person attendance.

### **Location:**

Board meetings are held at our offices at: Newlon House, 4 Daneland Walk, Hale Village, London, N17 9FE

## Key dates and selection process

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### **Closing date | Tuesday 16<sup>th</sup> June | 9.00am**

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

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### **First Stage Interviews | Monday 29<sup>th</sup> and Tuesday 30<sup>th</sup> June 2026 | via Teams**

Longlisted candidates will be interviewed by a Campbell Tickell panel, Bill Barkworth, Senior Associate Consultant and Alice Morris, Recruitment Consultant.

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

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### **Final interviews | Tuesday 14<sup>th</sup> July 2026 | in-person | at Newlon House**

Shortlisted candidates will be interviewed by a panel chaired by Aman Dalvi (Group Chair, Newlon Housing Trust), Ruth Davison (Group Chief Executive) and Chris Cheshire (Senior Independent Director and Chair of the Development Committee). Bill Barkworth (Senior Associate with Campbell Tickell) will also be in attendance.

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



**Chair, NewlonBuild | £9,030 per annum**

**Board Member, NewlonBuild | £6,000 per annum**

## London

At Newlon we believe that good homes and strong communities have the power to transform lives. Providing safe, high-quality and affordable housing remains central to our mission, and our commitment to residents and neighbourhoods across North and East London is as important today as when the organisation was founded more than 50 years ago.

Working with joint venture partners, NewlonBuild, our development company, has been at the heart of our growth programme building new homes and regenerating deprived neighbourhoods; supporting people who need additional assistance to fulfil their potential; and focusing on community wellbeing – at Newlon we know that taking a holistic view is an essential foundation for effective placemaking, ensuring sustainability and enabling people to thrive.

These are key appointments for us in delivering Newlon's ambitious development programme, including the significant regeneration of the Barnsbury Estate in Islington. In the new Chair we are seeking someone who will bring senior and/or Board level experience specifically in large scale residential development/construction with experience of commercial partnerships and joint venture working; Board or committee chairing experience would be useful.

In the Board member we are looking for a background in housing development and/or sales and marketing, particularly in large and complex site developments; although working at a senior level this may be your first non-executive role.

Newlon has a track record stretching back over 55 years and our growth and continued ambition has not taken us away from our core purpose – to provide high quality affordable homes in London. If that resonates with you, and you share our purpose and values, please contact us to find out more about these opportunities.

You can download a job pack form [www.campbelltickell.com/jobs](http://www.campbelltickell.com/jobs)

For further discussion please contact: **Bill Barkworth:** [bill.barkworth@campbelltickell.com](mailto:bill.barkworth@campbelltickell.com) | **07706 369273**, or **Hayley Sheldon:** [hayley.sheldon@campbelltickell.com](mailto:hayley.sheldon@campbelltickell.com) | **07931 432070**

**Closes | Tuesday 16<sup>th</sup> June | 9.00am**



# CAMPBELL TICKELL

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