

ct OPPORTUNITIES BULLETIN

PERMANENT, INTERIM AND NON EXECUTIVE VACANCIES

03 August 2026 No.871



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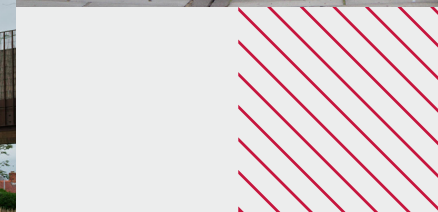
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www.campbelltickell.com

[in @Campbell-tickell](https://www.linkedin.com/company/campbell-tickell)

JRHT JOSEPH ROWNTREE HOUSING TRUST

CAMPBELL TICKELL



BOARD MEMBERS YORK

Voluntary (reasonable expenses paid, with personal and professional development opportunities)

Help shape the future of housing, communities and social impact.

Joseph Rowntree Housing Trust (JRHT) was founded on the belief that everyone deserves a good home and the opportunity to thrive. More than a century later, that purpose continues to guide us.

Today, JRHT provides affordable homes, retirement living communities and care services across York and North Yorkshire. As part of the wider Joseph Rowntree Group, we work alongside the Joseph Rowntree Foundation to combine practical housing expertise with a shared commitment to tackling poverty and creating positive social change.

We are entering an exciting new phase of our journey. Our ambitious plans include delivering 1,000 new homes by 2030, investing in existing homes, accelerating decarbonisation and enhancing the services that help residents and communities thrive.

As a G1-rated housing provider, strong governance is central to our success. To support our continued growth and ambition, we are seeking three new Board Members who share our values, are passionate about our client agenda and can help shape JRHT's future.

We are particularly interested in people who bring fresh perspectives, sound judgement and a collaborative approach. This includes an individual with senior finance leadership experience, gained in housing or similar complex, regulated

environment. This may be an ideal first Board or Non-Executive appointment for someone looking to broaden their strategic contribution.

We would also welcome applicants with senior leadership experience from housing, public services or customer-focused organisations. Whether your expertise lies in customer experience, service transformation, governance, risk, asset and property management, performance, or data-led decision-making, you will bring strategic insight, constructive challenge and a genuine commitment to residents, communities and the long-term stewardship of our homes and assets.

Above all, we are looking for calm, thoughtful and curious individuals who can analyse complex issues, ask the right questions and take a long-term view. Previous board experience is not essential; what matters most is your ability to contribute at a strategic level and support excellent governance.

This is an opportunity to join the Board at a pivotal moment in JRHT's history, helping to shape major decisions, oversee long-term investment and ensure residents remain at the heart of everything we do.

If you share our ambition and believe in the power of good governance to create lasting positive change, we would love to hear from you.

For an informal and confidential discussion, please contact kelly.shaw@campbelltickell.com

Closing date | Monday 7th September 2026 | 9am



Board members x2

Housing Subsidiary Board

Surrey/ remote | Voluntary/ reasonable expenses

Active Prospects is a charity that provides high-quality impactful supported living, residential and community services, activities, and employment, for people with learning disabilities and autistic people often with complex needs, and those with physical and mental health needs across south-east England. We are a leading developer of bespoke homes to enable people leave hospital and are ambitious to make an even greater impact.

We are extremely excited to be setting up a new subsidiary to provide greater strategic and operational focus on our housing offer. We currently manage a portfolio of c.200 homes of varied types including residential care homes, supported living flats, shared houses, and bungalows. Many of these are owned by Active Prospects, and our portfolio includes new properties we have developed utilising capital grants from the NHS and others.

We are seeking two Board members to join the Board of the new organisation. We intend for the subsidiary to become a registered provider of social housing and as such, we seek new Board members with experience

of this regulated space to help guide and support the organisation during this inaugural period and beyond.

Specifically for these roles we seek:

- Senior operations experience gained in the social housing sector. This may be on the housing or property side, but we do require a deep understanding of housing regulation and an understanding of the expectations of the Regulator for Social Housing.
- Senior experience from an organisation that provides services for Registered Providers, likely to include repairs and maintenance, building safety, stock condition etc.

These are unique opportunities to join the Board of a new organisation and be part of the Active Prospects family. We are open to this being your first non-executive role, but we do expect our new Board members to bring a good understanding of the role of a Board and the importance of good governance in a regulated setting.

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

For further discussion please contact: Hayley Sheldon | Search Consultant:
Hayley.Sheldon@campbelltickell.com | 07931 432 070

Closes | Tuesday 25th August | 9am

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Board Members | £5,778 per annum

Location North Yorkshire

Broadacres Housing Association provides more than 6,500 homes across North Yorkshire, supporting customers and communities in some of the country's most distinctive rural locations. As we look ahead to our next chapter, we're seeking new Board Members to help shape our future.

This is an exciting opportunity to join a well-established, values-driven organisation at a time of transformation. With ambitious plans for growth, investment and service improvement, we are looking for experienced leaders who can provide strategic insight, constructive challenge and strong governance.

We are particularly interested in individuals with expertise in:

- **IT Transformation** - leading digital change, technology strategy and systems modernisation within regulated environments.

- **Social Housing** - expertise in housing, asset management, investment, development, sales and customer services, with an understanding of the sector's opportunities and regulatory landscape.
- **Finance, Audit, Risk and Assurance** - strategic financial leadership, treasury, audit, risk management and governance expertise.

You may have gained your experience within or beyond the housing sector. What matters is your ability to think strategically, influence decision-making and support a culture of innovation, accountability and customer focus.

Join an experienced and collaborative Board and play a key role in delivering more homes, stronger communities and better outcomes for customers across North Yorkshire.

For an informal discussion, please contact

Kelly Shaw at kelly.shaw@campbelltickell.com.

Closing date: Monday 24th August 2026 | 9.00am



CHIEF EXECUTIVE

SWANSEA | £140,340

Leading with kindness | Delivering lasting impact

Caredig is an ambitious and well-established independent housing association with strong local roots and a proud history of supporting people and communities across South West Wales. Established in 1975, we manage over 2,900 affordable homes and provide housing and support services that help people live independently, safely and with dignity. At the heart of everything we do is a simple belief: people and relationships matter.

Guided by *The Caredig Way* – *Together we proudly create great places to live and work*, we are committed to creating quality homes, thriving communities and opportunities for people to flourish.

We are now seeking an exceptional Chief Executive to lead Caredig through its next phase of development and impact. This is a rare opportunity to shape the future of a respected, values-led organisation with a strong reputation for service, innovation and community investment.

We are looking for a visible and inspiring leader who can combine strategic vision, commercial acumen and strong people leadership to deliver outstanding outcomes for customers, colleagues and communities. You will build on strong foundations, drive performance, strengthen organisational resilience and identify opportunities for sustainable growth and greater social impact.

You may already be a Chief Executive or an experienced executive leader seeking your first CEO appointment. What matters most is your ability to lead complex organisations, inspire high-performing teams, foster an inclusive culture and translate ambition into meaningful results.

The successful candidate will be:

- A strategic and forward-thinking leader
- Financially and commercially astute
- Experienced in leading organisational change and improvement

- An excellent relationship builder and ambassador
- Passionate about people, inclusion and creating positive impact
- Someone who embodies values-led leadership and can champion The Caredig Way

Housing sector experience is welcomed but not essential. We are interested in talented leaders who can bring fresh thinking, build trusted relationships and lead a purpose-driven organisation that makes a genuine difference to thousands of lives every day.

If you are motivated by purpose, inspired by opportunity and ready to lead an organisation where kindness, community and impact sit at the heart of every decision, we would love to hear from you.

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

Closing date | Monday 24th August 2026 (9am)

Board roles | Cardiff



Chair | £10,300 pa

An experienced Chair with considerable housing sector experience, you will understand how to get the best from the Board through encouraging participation, independent thinking and constructive challenge while ensuring we meet the highest governance standards.

Vice Chair | £6,200 pa

You will bring the board experience to support the Chair in leading an effective Common Board and act as a trusted sounding board for them. Housing sector experience would be useful, but not a necessity.

Board member - digital/ data | £5,000 pa

We seek senior experience around digital, cyber, data governance, information governance and systems matters. We are open to your sector background, and we are also open to this being your first board role.

Board member - property/ building safety | £5,000 pa

You will bring senior level experience and expertise in property/ asset management and/or building safety. Your experience will likely have been gained in the housing sector, and we are also open to this being your first board role.

With c. 5,500 homes across South Wales, Cadarn Group provides affordable, safe and high-quality homes and is dedicated to supporting sustainable communities with excellent services to tenants.

These Board roles require professionals who can connect governance leadership and specialist expertise to real tenant outcomes. Beyond technical and governance input, we want our new Board colleagues to always be ready to ask how Board decisions affect our tenants, how tenant feedback is being heard, and to bring a strong and persistent focus on the tenant and customer perspective.

This is a Board that welcomes different perspectives, life experiences and where you can bring your whole self to the role. It is a collective leadership environment that is engaging, where all voices are heard and where challenge is welcomed. Across these roles you will have the opportunity to make a large impact on our organisation and if this appeals to you then do find out more.

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

For further discussion please contact:

Isabella Ajilore | Executive Search Manager: Isabella.Ajilore@campbelltickell.com | 07572 166 417

Closes | Monday 17th August | 9am



Board Member and Committee Chair (People & Culture)

South Wales, £4,126 pa | £1,000 Committee Chair Supplement

First Choice Housing Association (FCHA) is a specialist housing provider supporting vulnerable adults across Wales. Since 1988, we have helped people with learning and physical disabilities, complex needs, mental health conditions, and veterans live independently. We own 450 properties and provide homes for over 1,070 individuals.

We are seeking two new Board Members to help shape our future. One role requires expertise in tenant engagement ideally from within a care and support background, while the other is suited to candidates with experience of People & Culture who will also chair our People & Culture Committee. The additional supplement (above) recognises the additional responsibilities, leadership expectations, and governance obligations associated with serving as Committee Chair.

Board Members contribute to governance, risk management, and strategic decision-making. We welcome applications from senior leaders across all sectors. Social housing experience is desirable but not essential.

We are looking for individuals who share our values, think strategically, provide constructive challenge, and demonstrate integrity and sound judgement. The role includes occasional engagement with tenants.

FCHA is committed to a diverse and inclusive Board and encourages applications from people of all backgrounds, particularly those from underrepresented groups.

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

Contact Isabella Ajilore at Campbell Tickell to arrange a conversation:
Isabellaajilore@campbelltickell.com | Tel: 07572 166 417

Closes: 9am | Thursday 13th August 2026

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Creating More
Opportunities Together

Board members x3

£6,150 pa | London



We are keen to attract three people with experience in one of the following areas: finance and Investment; housing development and regeneration; community insight and development. Equally Important will be your passion and commitment to help us make a difference and contribute to the success and sustainability of our communities.

Poplar HARCA is a vibrant and dynamic organisation, and definitely no ordinary housing provider.

So, these Board roles are going to suit people who are comfortable with at times being uncomfortable. Challenging the status quo is a key part of the culture as is stretching risk appetite and thinking and working innovatively. But this isn't creativity just to be different, it is very much about a focus that is firmly rooted in purpose, impact, and outcomes.

This is a Board that welcomes different perspectives and life experiences and where you can bring your whole self to the role. It is a collective leadership environment that is engaging, where all voices are heard and where challenge is welcomed.

We are trusted by our residents and communities as putting their needs and aspirations at the core of our decision making. So, if this sense of purposefulness appeals to you then do find out more.

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

For further discussion please contact:

Bill Barkworth | Senior Recruitment Associate

bill.barkworth@campbelltickell.com | 07706 369273

Closes | Tuesday 4th August 2026 | 9am

Chief Finance Officer

Dublin | €85,200 – €119,300



This is an exciting time to join Circle Voluntary Housing Association. Managing 2,500 homes, we are one of Ireland's largest Approved Housing Bodies. With a strong social purpose and a growing impact across communities, Circle VHA provides high-quality housing and services that make a real difference to people's lives.

We are excited to be seeking a new senior leader to join our team. The CFO role is a key member of the Executive Leadership Team, and you will play a pivotal role in shaping the future of the organisation. Leading the Finance, IT and Treasury functions, we are seeking a commercially astute, strategic and values-driven leader to drive financial performance and support the delivery of our ambitious plans.

A qualified accountant, you will bring senior financial leadership experience as well as the honed communication skills to work with a range of stakeholders including our Board and funders. Social housing experience gained in the Republic of Ireland or the UK would be advantageous though not essential, however your ability to bring strategic insight as well as a very strong operational grip on finance will be critical.

If you are inspired by the opportunity to make a lasting difference while helping to shape an ambitious and purpose-driven organisation, we would be delighted to hear from you.

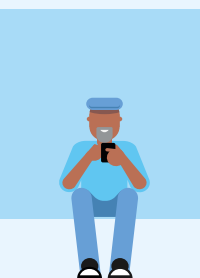
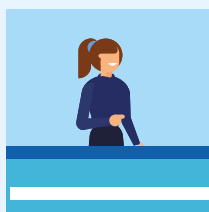
Download a recruitment pack from: www.campbelltickell.com/jobs. For further discussion please contact Isabella Ajilore at Campbell Tickell: Isabella.Ajilore@campbelltickell.com | 07572 166417.

Role closes: Monday 3rd August 2026 at 9am.

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MARKETING SUPPORT OFFICER

£29k - £31k pa, potential bonus up to 10%
Central London office / hybrid working

Campbell Tickell is a leading management and recruitment consultancy working across housing, local government, charities and the wider public sector. As we continue to grow, we're looking for a Marketing Support Officer to join our busy marketing team.

Working with colleagues across the business, this is an exciting opportunity to develop your marketing career in a hands-on role that supports integrated campaign delivery, event and webinar coordination, content creation, social media and website updates, HubSpot/CRM administration, reporting and marketing automation.

We're looking for an organised, proactive and digitally minded marketer with experience of coordinating events and using CRM or email marketing systems such as HubSpot. You should be comfortable managing multiple

priorities, working collaboratively with colleagues and delivering high-quality marketing activity that helps engage audiences and support business growth.

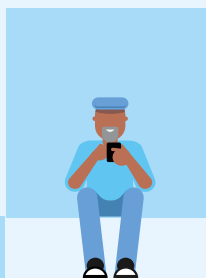
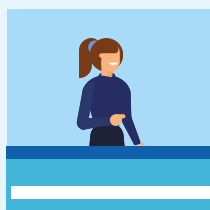
If you are interested in developing your marketing career in a values-led organisation with a strong reputation and a commitment to supporting organisations that make a positive difference to communities, we'd love to hear from you.

For more information and details of how to apply, please visit www.campbelltickell.com/jobs

Closing date: Monday 10th August 2026 at 9 am

We reserve the right to close applications early if we receive a suitable number of applications, so we encourage early submission.

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POLICY AND RESEARCH OFFICER

£27.5k - £32k pa | potential bonus up to 10%
Central London office/hybrid working

Campbell Tickell is a management and recruitment consultancy, operating across the country with a focus on housing, care, sports and leisure, and charities. Our busy and friendly consultancy team needs a well organised researcher with a strong grasp of data analysis and excellent written skills.

This role involves working on a range of projects - you could be asked to carry out mini-research projects, work with large data sets, analyse online surveys, review performance data for trends, carry out field work and develop case studies of our work. The outputs you produce will need to be presented in an informative and succinct way with consideration of the target audience.

You'll be a quick learner and good team worker, confident in MS Excel to an advanced level and have experience of using Power BI, as well as a good grasp of Word and PowerPoint. You will be able to produce reliable work to deadlines whilst juggling different projects. This role would suit someone who has experience of research in a post-graduate or professional setting, with an interest in a career analysing data in social policy, government and third sector.

In return, we offer a supportive, engaging and collaborative working environment, the chance to tackle a wide variety of responsibilities, and develop your career in a team where your work is valued.

Closing date: Friday 7th August 2026 at 9am.

URGENT INTERIM

Interim Head of Finance

Campbell Tickell is working with a housing organisation that is seeking an experienced Interim Head of Finance to provide strategic and operational financial leadership during a period of organisational transition. Reporting directly to the Chief Executive, the postholder will have responsibility for leading the finance function and supporting the organisation's long-term financial sustainability.

Role Details

- Job Title: Interim Head of Finance
- Industry: Housing
- Location: North England
- Working Pattern: Full time, 5 days per week (hybrid working)
- Duration: 6 months
- Start Date: As soon as possible
- Closing Date: Wednesday 29th July 2026 at 12pm

Key responsibilities

- Provide strategic and operational financial leadership to the organisation, acting as a trusted adviser to the Interim CEO, Board and senior leadership team whilst supporting the successful delivery of corporate objectives.
- Lead all aspects of financial management, including budgeting, forecasting, business planning, statutory reporting and financial performance monitoring, ensuring the organisation maintains strong financial control and long-term sustainability.
- Oversee treasury management, cash flow forecasting, funding arrangements, audit activity and regulatory compliance, ensuring adherence to accounting standards and the requirements of the Regulator of Social Housing.
- Deliver high-quality financial reporting, insight and challenge to the Executive Team, Board and Committees, supporting informed decision-making.
- Lead and develop the finance function, driving continuous improvement, strengthening financial capability across the organisation and building effective relationships with local authority shareholders, regulators and key external stakeholders.

Essential Requirements

- Fully qualified accountant (ACA, ACCA, CIMA or CIPFA) with senior finance leadership experience gained within social housing.
- A record of leading financial planning, budgeting, forecasting, treasury management and statutory reporting.
- Understanding of the social housing regulatory framework, including Governance and Financial Viability standards and FRS102.
- Presenting financial information, strategic advice and recommendations to Boards and Audit Committees.
- Ability to lead and develop finance teams, build stakeholder confidence and operate effectively within a politically sensitive environment.

Desirable Requirements

- Previous experience working within an ALMO, local authority-owned company or arms-length organisation.
- Experience managing relationships with local authority shareholders, elected members or public sector stakeholders.
- Understanding of housing development and asset investment programmes.
- Experience leading finance transformation, service improvement or organisational change initiatives.

To apply for this role, please submit your CV to interim@campbelltickell.com quoting Interim Head of Finance in the subject line by Wednesday 5th August 2026 at 12pm.



**THE NATION'S
REFUGEE CHARITY**

BECOME A MENTOR – SUPPORT REFUGEE COMMUNITY ORGANISATIONS

The Refugee Council is recruiting experienced, compassionate professionals to become volunteer mentors for Refugee Community Organisations (RCOs). Your skills, insight and encouragement could make a huge difference to grassroots refugee-led organisations in London.

WHY MENTOR?

- Enhance your listening and facilitation skills
- Gain new perspectives and professional development
- Access learning opportunities
- Create impact and growth
- Make a difference to under-resourced organisations
- Share your expertise

WHAT'S INVOLVED?

- 6-8 sessions (60-90 mins each) over up to 6 months
- One-to-one support
- Helping mentees reflect, build confidence and find solutions
- Flexible learning journey with training, resources and tools
- Opportunities to lead group learning and peer-exchange sessions

INTERESTED?



[Download the recruitment pack](#)

To discuss the mentoring programme, email:
ezechias.ngendahayo@refugeecouncil.org.uk

FUNDED BY:



**CITY BRIDGE
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The Competence and Conduct Standard: 5 essential steps to prepare

The Competence and Conduct Standard takes effect in October 2026. Is your organisation ready? Clare Sion, Senior Consultant, and Catherine Little, Director at Campbell Tickell, outline 5 essential steps to help registered providers prepare for the new requirements, from strengthening tenant engagement to aligning performance and capability frameworks.

Prepare for October 2026

