Chair of the Board

Vice Chair

Board members x2

Recruitment pack | July 2026

Contents

Your application

Thank you very much for your interest in these roles on the Common Board at Cadarn Group:

- Chair of the Board
- Vice Chair
- Board members (x2)

On the following pages, you will find details of the roles and the selection process to assist you in completing and tailoring your application.

Do read this pack carefully. It is the best starting point for your own research and provides a helpful overview of Cadarn and these roles. After you have done that, please feel free to get in touch so that we can talk through what you would bring and get a sense of how that aligns with what Cadarn 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, 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 what you would bring 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 see an onscreen confirmation message after submitting your application, and you should also receive a follow-up email, but if you have any issues, you can call 020 3434 0990.

The roles close at 9am, Monday 17th August. Please ensure we receive your application in good time.

I am happy to have further discussion. Please send me an email at the address below and we can arrange a time to speak.

Kind regards,

Isabella Ajilore

Isabella Ajilore | Executive Search Manager

Isabella.Ajilore@campbelltickell.com 07572 166 417

Welcome

I am very pleased you are considering joining the Board at Cadarn and thank you for your interest in becoming our next Chair or Vice Chair, or a Board Member. A number of colleagues on our newly formed Common Board will be stepping down due to reaching their term limits and we are excited to welcome new Board colleagues to the organisation. As the parent organisation of Newydd Housing Association and Cadwyn Housing Association, Cadarn Group is committed to providing high-quality homes, excellent services and lasting positive impact for the communities we serve across South Wales.

This is an important time for Cadarn Group. In recent months, the Group has been working closely with the Welsh Government's Housing Regulation Team. We have acknowledged areas where we need to strengthen aspects of our governance and organisational effectiveness. In May 2026 we agreed a Voluntary Undertaking with Welsh Ministers. The Board is committed to delivering the agreed actions and to maintaining clear oversight of the work required. This will remain a key focus as Cadarn continues to strengthen its governance, services and accountability to tenants, colleagues and stakeholders.

The current Chief Executive appointment is interim. One of the first significant responsibilities for the new Chair will be to lead the recruitment of a permanent Chief Executive, working with the Board and the Governance and Organisational Development Committee.

Against this backdrop, the roles of Chair, Vice Chair and Board Member offer a unique opportunity to make a meaningful contribution. We are seeking individuals who share our social purpose, who can connect governance leadership and specialist expertise to real tenant outcomes, who bring integrity and sound judgement, and are excited by the prospect of helping guide an ambitious organisation through a period of transformation, improvement and renewal. For all these roles we require a strong appreciation for the principles of good governance, as well as the following:

- Chair: an experienced Chair with considerable housing sector experience, our new Chair 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: you will bring the board experience needed 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: we seek senior experience around digital, cyber, data governance, information governance and systems matters. We are open to your sector background, and we are open to this being your first board role.
- Board member – property/ building safety: 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 open to this being your first board role.

On behalf of the Board, thank you for considering these opportunities. We hope this recruitment pack provides insight into our organisation, our ambitions and the contribution that our Board members make. After reading, if you would like to know more do speak to our recruitment partner Campbell Tickell.

Warm wishes,

Debra

Debra Wood-Lawson | Chair of the Governance and Organisational Development Committee

About Cadarn

The Cadarn Housing Group Ltd is a not-for-profit organisation dedicated to providing affordable, safe and high-quality homes and supporting sustainable communities with excellent services to tenants and customers. The Group owns and manages 5,526 homes across South Wales.

Our Values

Our guiding principles and beliefs: Honest | Enabling | Innovative | Kind

Our Themes

We operate according to a set of key themes that drive all that we do:

- Improve the quality of housing and estate services to tenants and achieve top quartile performance levels
- Improve organisational resilience especially financial, people and systems
- Advance investment in existing homes
- Continue to develop more new homes
- Provide more community sustainment programmes to meet the non-housing needs of tenants

Group Structure

The Group has recently completed a simplification of its structure. Cadarn Housing Group Limited is the parent of the Group, with Newydd Housing Association (1974) Limited and Cadwyn Housing Association Limited as its registered social landlord subsidiaries. Together, the Group owns and manages 5,526 homes across South Wales.

Cadarn Housing Group Limited

Cadarn Housing Group Limited is a registered society under the Co-operative and Community Benefit Societies Act 2014, registered with the Welsh Government. It is the parent organisation and provides Group oversight, strategic direction and support services.

Newydd Housing Association (1974) Limited

Newydd Housing Association (1974) Limited is a registered society under the Co-operative and Community Benefit Societies Act 2014 and a registered social landlord. It has charitable rules and provides affordable homes and landlord services.

Cadwyn Housing Association Limited

Cadwyn Housing Association Limited is a registered society under the Co-operative and Community Benefit Societies Act 2014 and a registered social landlord. It has charitable rules and provides affordable homes and landlord services.

Igneous Limited

A private company limited by shares and a subsidiary of Cadwyn Housing Association Limited. It provides a vehicle for market sale activity.

Additional reading

- Cadarn Group Corporate Plan 2025-2028
- Cadarn Group Annual Report and Financial Statements 2024-25
- Welsh Government regulatory judgement: Cadarn Housing Group Ltd L025 judgement under review notice

Chair role profile

Role: Group Chair / Chair of the Common Board

Role purpose

To lead the Common Board and ensure it operates effectively, strategically and in line with Cadarn's Rules, values, governance framework, the Community Housing Cymru Code of Governance and the Welsh Government Regulatory Framework.

The Chair will set the tone for the new Common Board, support effective delegation to committees, maintain constructive relationships with the Regulator and key stakeholders, and ensure the Board provides clear oversight of strategy, risk, performance, culture, organisational design, leadership capacity and accountability.

Key responsibilities

Board Leadership and Governance

1. Provide effective leadership to the Common Board, ensuring that it operates with clear accountability, appropriate challenge and sound decision making. The Chair will guide the Board through a period of governance change, regulatory scrutiny, cultural reset and organisational transition, while maintaining a strong focus on long-term direction, risk, assurance, tenant outcomes and organisational effectiveness.

Board Effectiveness and Culture

2. Chair meetings in a manner that encourages participation, independent thinking and constructive challenge. The Chair will ensure decisions are lawful, evidence-based, well recorded and aligned with the Group's values and regulatory obligations. They will foster a psychologically safe Board environment where different perspectives are heard and where risks, behaviours and assurance concerns are addressed appropriately.

Stakeholder and Regulatory Relationships

3. Maintain constructive relationships with the Regulator and other key stakeholders, demonstrating confidence and credibility in explaining how the Board discharges its responsibilities. The Chair will ensure compliance with the Community Housing Cymru Code of Governance and the Welsh Government Regulatory Framework, while promoting transparent decision making and effective governance throughout the Group.

Leadership, Succession and Organisational Effectiveness

4. Work closely with the Chief Executive, Committee Chairs and Company Secretary to support effective governance arrangements, Board development and succession planning. The Chair will ensure governance structures support clear accountability, good organisational design, effective decision making and strong leadership capacity across the Group.

Chair specification

Experience and knowledge

- Expert knowledge of Welsh social housing regulation, regulated-sector governance, accountability frameworks and board leadership.
- Experience of chairing a board or major committee in a large, complex or regulated organisation.
- A strong understanding of charity, company or mutual governance expectations.
- Experience of assurance, risk appetite, conflicts of interest, board effectiveness, organisational culture, leadership development, succession planning and organisational design.

Desirable Experience

- Experience of chairing within a housing association, charity, public body, regulated business or complex group structure would be advantageous, as would experience of working constructively with a regulator.
- Experience of leading governance improvement, cultural change, organisational design or board transformation programmes, and of overseeing senior appointments and succession.
- Experience within a values-led organisation with a strong tenant, customer or community purpose will bring valuable additional value to the role.

Governance Leadership

- Strong governance leadership, independent judgement and the ability to lead a Board through a period of change, regulatory scrutiny, cultural reset and organisational transition.
- Strategic and generative thinker, capable of keeping the Board focused on long-term priorities, organisational effectiveness and accountability rather than operational management.

Leadership Style and Behaviours

- Confident, fair, inclusive and emotionally intelligent, with the ability to build trust across the Board, Executive, tenants, regulators, funders and wider stakeholders.
- Able to create an environment in which different perspectives are valued, while ensuring that poor assurance, unresolved behaviours and organisational risks are challenged appropriately.
- Understand the relationship between culture, leadership capacity, organisational design and performance, and be able to support and hold the Chief Executive to account while maintaining clear boundaries between governance and executive leadership.

Regulatory and Governance Capability

- Understand the expectations placed on a registered social landlord and charitable housing group in Wales, including accountability, transparent decision making, effective delegation, conflict management, risk oversight and regulatory compliance. Able to demonstrate credibility with external stakeholders and confidence in articulating how the Board fulfils its responsibilities.

Board Development and Succession

- Able to lead Board development, promote continuous learning and support both individual and collective performance review processes.
- Comfortable working with the Governance and Organisational Development Committee, Committee Chairs and Company Secretary to ensure the Board has the skills, behaviours, diversity, culture and assurance required to govern effectively and meet the Group's future needs.

Vice Chair role profile

Role: Vice Chair of the Common Board

Role purpose

To support the Chair in leading an effective Common Board and to provide continuity, constructive challenge and additional governance capacity where the Chair is unavailable or where the Board requires support on sensitive, complex or cross-entity matters.

The Vice Chair will act as a trusted sounding board to the Chair, help maintain Board effectiveness and regulatory confidence, support consensus-building where appropriate, and deputise for the Chair in line with the Standing Orders, Scheme of Delegation and agreed Governance Framework.

The role should also reinforce good governance, Board culture, leadership behaviours, succession planning and organisational design oversight.

Key responsibilities

Supporting Board Leadership and Governance

1. Work closely with the Chair to support effective leadership of the Common Board, providing constructive challenge, independent judgement and additional governance capacity where required. The Vice Chair will help ensure the Board remains focused on strategy, risk, assurance, tenant outcomes, culture, organisational effectiveness and accountability, while promoting effective governance across the Group.

Deputising for the Chair

2. Act on behalf of the Chair when required, including chairing meetings, supporting urgent decision-making processes and ensuring that Board decisions are properly evidenced, recorded and consistent with the organisation's governance framework. The Vice Chair will help provide continuity of leadership and maintain Board effectiveness during periods when the Chair is unavailable.

Board Relationships and Culture

3. Support constructive relationships across the Board and help foster a psychologically safe environment where different perspectives can be heard. The Vice Chair will act as a trusted intermediary where appropriate, helping to resolve issues, build consensus and support effective working relationships on sensitive or contentious matters.

Governance Effectiveness and Organisational Oversight

4. Support the Chair, Committee Chairs, Chief Executive and Company Secretary in maintaining strong governance arrangements and collective accountability. The Vice Chair may be asked to support work relating to Board effectiveness, Chair and member appraisal, succession planning, governance improvement, organisational design discussions and task and finish groups established by the Board.

Vice Chair specification

Experience and knowledge

- Strong board or committee experience within a regulated, charitable, public service, housing or similarly complex organisation.
- Experience of supporting effective chairing, managing sensitive governance issues, building consensus and providing constructive challenge.
- An understanding of the appropriate boundaries between governance and executive management.
- An understanding of board accountability, conflicts of interest, delegated authority, assurance, regulatory expectations, organisational culture, leadership development, succession planning and organisational design.
- An understanding of the importance of clear decision-making across separate legal entities within a Common Board model.
- Experience as a Vice Chair, Committee Chair, Senior Independent Director, trustee, board member or equivalent governance leader would be advantageous.
- Candidates who have supported chair succession, board effectiveness reviews, member appraisal processes, governance improvement, cultural change, organisational design, regulatory engagement or the resolution of sensitive issues will bring valuable additional value.
- Experience within a values-led organisation with a strong tenant, customer or community purpose would also be beneficial.

Governance Leadership

- The successful candidate will demonstrate independence of judgement, sound governance instincts and the confidence to support and challenge the Chair constructively. They will be capable of stepping into the Chair role when required and providing effective leadership during periods of absence or when dealing with complex, sensitive or cross-entity matters.
- They will be able to maintain a focus on strategy, risk, assurance, tenant outcomes, culture, organisational effectiveness and accountability, while ensuring that governance and executive management responsibilities remain clearly separated.

Leadership Style and Behaviours

- Bring calm judgement, discretion and credibility, particularly when dealing with matters that are urgent, sensitive or contentious. They will be able to build constructive relationships across the Board and work effectively with the Chair, Committee Chairs, Chief Executive, Executive Team and Company Secretary while preserving collective accountability and Board independence.
- Be comfortable acting as an intermediary where appropriate, helping to build consensus, resolve issues and promote a psychologically safe Board culture in which constructive challenge and open discussion are encouraged.

Governance Effectiveness and Organisational Capability

- Have a good understanding of Board effectiveness and the factors that contribute to strong governance and organisational performance. They will be able to support activities such as Chair appraisal, member appraisal, succession planning, governance improvement and organisational design discussions when required by the Chair or Board.
- Understand the importance of effective decision-making, assurance and accountability across separate legal entities operating within a Common Board structure.

Board member role profile – digital/data

Role: Common Board Member - Digital / Cyber / Data Governance and Systems Assurance

Role purpose

To strengthen Common Board oversight of digital transformation, cyber security, data governance, data quality, information governance, systems resilience, AI and automation governance, and the delivery risks associated with major technology change.

To support the Board in assessing whether investment in technology, systems and data is improving tenant and colleague experience, strengthening organisational resilience, protecting data and systems, improving the quality of information available for decision-making, and supporting delivery of the Group's strategic objectives and Voluntary Undertaking commitments.

Key responsibilities

Digital, Data and Technology Governance

1. Provide effective oversight and constructive challenge on matters relating to digital transformation, cyber security, data governance, information governance, systems resilience and technology-related risk. The Board Member will help ensure these areas receive appropriate scrutiny and are considered in the context of the Group's strategic objectives, accountability requirements and organisational priorities.

Assurance and Risk Oversight

2. Support the Board in assessing the quality of assurance provided on cyber resilience, data protection, data ownership, data quality, reporting integrity, systems controls, supplier risk, business continuity and incident response. The role will focus on determining whether reports provide meaningful assurance, robust evidence and a clear understanding of risk rather than simply describing operational activity.

Digital Investment and Organisational Performance

3. Help the Board evaluate whether digital and data investments are delivering intended benefits for tenants, colleagues and the wider organisation. This includes considering the effectiveness of technology programmes, the quality of management information, the resilience of critical systems and the extent to which digital solutions support service improvement, inclusion and organisational effectiveness.

Tenant Outcomes and Decision-Making

4. Support the Board in understanding how digital, cyber and data matters affect tenant outcomes, including accessibility of services, digital inclusion, service continuity, data protection, trust and confidence in the organisation. The role will help ensure that decisions are informed by reliable data, robust governance arrangements and high-quality evidence.

Board member specification – digital/ data

Experience and knowledge

– Candidates should be able to demonstrate senior-level experience in one or more of the following areas:
  - digital transformation;
  - cyber security;
  - data governance;
  - data quality;
  - information governance;
  - technology risk;
  - systems implementation;
  - digital service improvement;
  - systems assurance in a regulated, customer-facing or high-accountability environment.

– Candidates should also be able to demonstrate experience of scrutinising assurance relating to cyber resilience, data protection, data ownership, data quality, data standards, reporting integrity, systems controls, digital inclusion, supplier risk, business continuity, incident response and major technology programme delivery.

Desirable Experience

Experience in one or more of the following areas would be advantageous:

- Housing technology, customer portals and digital inclusion;
- Cyber incident governance, data protection and information governance;
- Data governance frameworks, data quality improvement and reporting integrity;
- AI or automation governance;
- Major system implementation and digital transformation assurance;
- Technology supplier management;
- Business continuity and disaster recovery oversight.

Digital, Cyber and Data Governance Capability

– Provide effective Board-level assurance and challenge on digital, cyber, data governance, information governance and systems matters without becoming involved in operational delivery. They will understand how strong governance arrangements support safe, reliable and accessible services, organisational resilience and informed decision-making.

– Assess whether the Board has sufficient evidence that technology, systems and data investments are delivering meaningful benefits for tenants, colleagues and the wider organisation, and will be confident in challenging assumptions where evidence is unclear or incomplete.

Assurance and Strategic Challenge

- Scrutinise the effectiveness of digital programmes, cyber controls, data governance arrangements and systems assurance frameworks. They will be comfortable challenging issues such as weak data quality, unclear accountability, poor ownership arrangements, gaps in evidence, overdue actions, unresolved risks or insufficient assurance.
- The ability to distinguish between activity and outcomes, ensuring the Board receives meaningful information on performance, risk, resilience and delivery rather than descriptive reporting alone.

Tenant Focus and Organisational Impact

- Understand the relationship between digital, cyber and data governance and tenant outcomes. They will be able to connect technology-related decisions to issues such as service accessibility, digital inclusion, service continuity, data protection, trust and the quality of evidence used for Board decision-making.
- Recognise the importance of strong systems, reliable data and effective governance in supporting organisational resilience, regulatory confidence and delivery of the Voluntary Undertaking.

Board member role profile – property/ building safety

Role purpose

To strengthen Common Board oversight of building safety, landlord health and safety, asset management, maintenance, repairs, development, procurement and property compliance.

The role will support the Board in ensuring that health and safety obligations to tenants, staff and stakeholders are understood, monitored and met across the Group. It will also provide oversight of any Voluntary Undertaking-related actions linked to compliance, assurance, risk management and reporting, ensuring these are delivered with clear evidence of impact.

Key responsibilities

Property, Safety and Compliance Oversight

1. Provide effective Board-level oversight and constructive challenge on matters relating to building safety, landlord health and safety, asset management, repairs, maintenance, development, procurement and property compliance. The Board Member will help ensure that these areas are considered in the context of strategic priorities, organisational risk and tenant outcomes.

Assurance and Risk Management

2. Support the Board in assessing the quality of assurance provided on repairs, planned maintenance, compliance performance, contractor management, development risk and tenant safety. The role will focus on ensuring that risks are understood, managed appropriately and supported by robust evidence and effective reporting.

Asset Performance and Investment

3. Help the Board evaluate whether investment in the Group's homes, assets and property services is delivering safe, compliant and effective outcomes. This includes scrutiny of planned investment, maintenance activities and contractor performance to ensure that resources are being used effectively and obligations are being met.

Tenant Safety and Organisational Accountability

4. Support the Board in maintaining a clear focus on the impact of property, compliance and safety decisions on tenants. The role will help ensure that health and safety responsibilities are being met, that compliance obligations are delivered consistently and that the Board receives meaningful assurance on risks that could affect tenants, the organisation or regulatory confidence.

Board member specification – property/ building safety

Experience and knowledge

– Candidates should be able to demonstrate expert knowledge in one or more of the following areas:
  - Building safety legislation;
  - Landlord health and safety;
  - Asset management;
  - Maintenance;
  - Development;
  - Construction;
  - Procurement;
  - Property compliance within a regulated or high-accountability environment.

– Candidates should also be able to demonstrate experience of scrutinising assurance relating to repairs, planned maintenance, compliance, contractor performance, development risk and tenant safety.

Desirable Experience

Experience in one or more of the following areas would be advantageous:

- Tenant-facing property services;
- Social housing asset management;
- Landlord compliance;
- Health and safety governance;
- Construction or development risk;
- Procurement and contract management;
- Contractor assurance;
- Repairs and maintenance transformation;
- Service improvement within a regulated or high-accountability environment;

Property, Safety and Compliance Capability

– Provide effective Board-level assurance and challenge on matters relating to property safety, compliance and asset performance. They will understand the distinction between operational delivery and strategic oversight and be able to assess whether the Board has sufficient evidence on landlord health and safety, building safety, repairs performance, planned investment, contractor management and tenant safety.

- Understand the importance of robust compliance and assurance arrangements in supporting organisational resilience, regulatory confidence and the delivery of safe and effective services.

Assurance and Strategic Challenge

- Be confident in challenging assumptions relating to risk, cost, quality and compliance in a constructive and evidence-based manner. They will be able to assess whether reports provide meaningful assurance to the Board, rather than simply presenting performance information, and will be comfortable probing gaps in evidence, unresolved risks or weaknesses in controls.
- Be able to apply sound judgement when evaluating property, compliance and safety matters and ensure that the Board receives clear information on the issues that matter most.

Tenant Focus and Organisational Impact

- Maintain a strong focus on what property, compliance and safety issues mean for tenants living in the Group's homes. They will understand how effective asset management, compliance and health and safety governance contribute to tenant safety, service quality and organisational accountability.
- Be able to connect operational performance and assurance to wider Board responsibilities, ensuring decisions are informed by evidence and aligned with the Group's obligations and strategic objectives.

Board member shared specification

For both Board member roles, the following common person specification elements apply:

- Commitment to Cadarn's values of honesty, kindness, innovation and enabling, with equality, diversity and inclusion at the heart of decision-making;
- Ability to provide constructive challenge and support;
- Ability to scrutinise evidence rather than rely on assurance alone;
- Commitment to transparent, ethical and accountable decision-making;
- Strong strategic judgement, with the ability to scan for emerging risks, opportunities and sector trends;
- Sound understanding of board accountability, confidentiality, conflicts of interest and collective decision-making;
- Strong tenant focus, including the ability to understand tenant feedback, test whether Board decisions are improving tenant outcomes, and keep the safety, quality, accessibility and responsiveness of services in view;
- Personal integrity, independence of judgement and the confidence to challenge constructively;
- Commitment to continuous learning and to maintaining current knowledge of governance, regulation, risk and sector issues;
- Ability to contribute effectively to the Common Board and, where appointed, to the relevant committee, while maintaining a Group-wide perspective;
- Confidence to operate in a period of governance change, regulatory scrutiny and organisational transition;
- Ability to support delivery of the Voluntary Undertaking by scrutinising evidence of progress, testing whether actions are addressing root causes, and ensuring that improvements are embedded rather than treated as one-off compliance activity;
- Strong understanding of assurance, action tracking and board reporting, with the ability to distinguish between activity, completion and demonstrable impact;
- Commitment to collective responsibility, confidentiality and the proper management of conflicts of interest;
- Ability to communicate clearly, listen well and work constructively with other Board members, the Executive, tenants and stakeholders;
- Commitment to supporting the use of the Welsh language and to ensuring that Cadarn's services, communications and decision-making reflect its responsibilities to tenants and communities in Wales.

Key terms and conditions

Remuneration:

The roles are remunerated as follows:

- Chair | £10,300 pa
- Vice Chair | £6,200 pa
- Board member | £5,000 pa

Reasonable expenses incurred in fulfilling your role.

The appointment:

The initial term of office is three years. Reappointment is subject to satisfactory performance, continued skills fit, Board need and the requirements of the Rules, up to the maximum term permitted by the Group's governance arrangements.

Time commitment:

Typically, each year there are 6 Board meetings. There are also two strategy days each year, and there are likely to be additional training sessions, working groups and ad hoc events.

All Board members are also asked to join at least one Committee. This will be discussed with you at appointment to take account of your interests and skills, and each Committee meets four times in the year.

Meetings are a mixture of day and early evening. Overall, we estimate that the time commitment for the roles is as follows, noting that it will feel busier at the beginning to allow for induction and orientation:

Chair | 2-3 days per month

Vice Chair | around 1 day per month

Board members | around 1 day per month

Key dates and the selection process

Closing date: Monday 17th August | 9am

We will be in touch to let you know the outcome of your application towards the end of that week.

First interviews:

All roles: **Monday 24th, Tuesday 25th, or Wednesday 26th August** | 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 end of this week.

Final interviews | in person at Cadarn's offices in Cardiff

Chair role: **Tuesday, 1st September**

Other roles: **Friday, 25th September**

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 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**

CAMPBELL
TICKELL

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