

ST BASILS
DIRECTOR/TRUSTEE
RECRUITMENT



Candidate Information Pack
September 2026

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01 Your application

Thank you very much for your interest in the Director/Trustee roles at St Basils.

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

You will no doubt do your own due diligence, but do read this pack carefully as it will provide you with a good overview of the organisation and the role. After you have done that, please feel free to get in touch with one of us, so that we can talk through your offer and get a sense of how it aligns with what St Basils 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; and you can sum up earlier roles, say before the last 15 years; tell us about your achievements so we get a picture of your skills and experience; try to keep it to two pages or three at most;
- A personal statement. We want to hear about your motivation, why this role/organisation, and you will also want to evidence how relevant your offer is to the role specification; again, ideally in two to three pages; and
- The declaration form, which is accessible via the role page on our website and includes space to indicate if you cannot attend any of the interview dates

Please submit your completed application documents using the online form, which is accessible via our jobs page: www.campbelltickell.com/jobs. You will receive an email confirmation and see an onscreen confirmation message after submitting your application, but if you have any issues, you can call 020 3434 0990.

The role closes at 09:00 am on Thursday 5th November 2026. Please ensure we receive your application in good time.

We are happy to have further discussion, so drop one of us an email at the address below, and we can arrange a time to speak.

Kind regards,

Chloe

Chloe Wright | Consultant

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07508 997 839

Gemma

Gemma Prescott | Director – Recruitment,
People & HR

gemma@campbelltickell.com

02 A message from our Chair & Chief Executive

Thank you for showing an interest in becoming a Director at St Basils. St Basils does vital work, which is focused on ensuring that homelessness is not part of growing up for young people. We want young people to feel cared about, have a voice, trusted support and somewhere safe, suitable and affordable to live that enables them to learn and work.

Our operating environment is often challenging. As a charity, we operate within narrow financial margins. St Basils is also a registered provider of social housing with the Regulator of Social Housing. Unlike other registered providers, St Basils relies on charitable income to achieve its outcomes. Building successful partnerships and relationships with stakeholders at all levels: locally, regionally and nationally is critical to our success.

We are a Psychologically Informed Environment and invest in developing the strengths and skills of our team and young people. Our model combines good quality accommodation and progression support including assistance with employability. Underpinning all our work is the engagement and perspective of young people at every level, including Board Membership.

Our Board is critical to provide the oversight and governance to keep us mission focused and financially viable. We believe it is important to reflect the communities we serve at all levels within St Basils, including our Board. We have adopted the RACE Equality Code of Governance to show our commitment to driving real change. In addition to the specific knowledge base we include in our advertisements, at this point in time we are particularly interested in candidates who can bring Board experience in a registered provider, building safety or compliance experience in a registered provider, social housing legal expertise, health or social care experience, or ICT and cyber security expertise. We also need Board members who believe in our work, who are courageous, committed, and understand good governance.

If you share our commitment to ensuring every young person has safety, stability and opportunity, and you can bring the courage, commitment and good governance we need on our Board, we would be delighted to hear from you.

Our recruitment partners, Campbell Tickell, would be happy to provide further information, and we look forward to receiving your expression of interest.

Feizal Hajat

Feizal Hajat OBE
Chair



Marsha Blake

Marsha Blake
Chief Executive



03 About St Basils

St Basils works with young people aged 16–25 who are homeless or at risk of homelessness, enabling them to find and keep a home, grow their confidence, develop their skills, increase opportunities and ultimately prevent homelessness. We are a registered provider of social housing, a charity and a company limited by guarantee, with over 50 years' track record of providing accommodation, advice and support services for young people.



We help just under 4,000 young people each year across the West Midlands, with services in Birmingham, Coventry, Sandwell, Solihull, Warwickshire and Worcestershire. Our services range from supported accommodation to outreach, advice, support, employability and engagement services, helping young people regain the stability they need to rebuild their lives, develop skills and confidence, access employment and move on successfully. We also contribute to national policy and systemic change, including through our work on the Positive Integrated Pathway for preventing youth homelessness.

During April 2025 – March 2026:

3,933 young people received advice and support

1,588 young people were supported by us during the year

1,059 young people lived in our 40+ accommodation schemes

Up to 658 young people stayed with us at any one time

93% of young people moved on from St Basils in a planned, positive way

Multi-Agency collaborative approaches

We manage the multi-agency Youth Hub in Birmingham which sees over 1,900 young people each year and the vast majority who require homelessness support have homelessness prevented or relieved. The Youth Hub is a national exemplar of multi-agency working in order to prevent youth homelessness and in April 2018 took on the statutory responsibilities in partnership with Birmingham City Council to prevent and relieve youth homelessness. Managed by St Basils, co-located services from Birmingham City Council's Children's Services and Housing department ensure that every young person between 16-25 is greeted and assessed and receives appropriate assistance to prevent where possible their homelessness and to provide a safe solution where not. The Hub is the single referral point for access to all commissioned accommodation and support services for young people in Birmingham. Since 2017, we have also managed the Youth Hub in Solihull as part of the Borough's prevention pathway. A member of the national End Youth Homelessness Alliance, we are hugely proud that Birmingham is the first City in the country to commit to taking a collective approach to End Youth Homelessness.

A Psychologically Informed Environment

St Basils accommodates circa 1,500 young people each year in our supported accommodation. 70% of those are not engaged in education, training or employment when they come to us. 93% leave us in a planned positive way moving on to independent living. We have long recognised that providing accommodation alone is an inadequate response to the combination of factors associated with youth homelessness. Our services aim to provide a holistic response based on individual need and experience as young people make the transition to adulthood. We have taken a whole organisation approach to becoming a Psychologically Informed Environment (PIE organisation) and have attracted interest nationally and internationally in the approach and the outcomes. This approach includes training for all staff in psychological approaches; reflective practice for all support staff from experienced

Psychologists; a high standard of buildings symbolising respect and ambition; an alignment of all methodologies with a psychological understanding; co-design of services with young people. Since 2013, we have been working with the University of Birmingham to develop and deliver an accredited Mental Skills Training Programme for young people, who are struggling to believe in themselves sufficiently to engage. The 10-week programme supports the development of self-confidence and resilience and has demonstrated significant results to date.



04 Our mission, vision, principles & strategic priorities





The Head

Thinking skills,
planning for your future,
working towards
your goals.

STRATEGIC



The Heart

Emotional well being,
positive relationships,
your commitment.

RELATIONAL



The Hands

The practical and
life skills you need
to achieve your goals.

OPERATIONAL

Strategic doing

05 Our board of directors

As a registered provider of social housing, a charity and a company limited by guarantee, our Board members are both Directors and Trustees. To navigate a challenging regulatory landscape, we need to be well governed, with a Board that brings the right knowledge, values, skills and diversity, all while working towards our vision that homelessness should not be part of growing up.

Our Board provides oversight of key business areas including business planning, safeguarding, risk, finance, health and safety, equality, diversity and inclusion, service delivery, governance and business development. Board members act as guardians of St Basils' charitable purpose, holding the Senior Leadership Team to account through constructive challenge and support, and ensuring that our strategic priorities are delivered in line with our values, regulatory responsibilities and commitment to young people.

The Board is made up of 14 members, including two places designated for young people who have lived experience of homelessness and/or St Basils' services. Board members are selected based on the knowledge, values, skills, diversity and experience they bring to the collective leadership of the organisation.

Co-opted Directors are typically young people who bring lived experience of the support provided by St Basils.

Committees

The Board has two committees to support its function:

- The Business Support and Audit Committee
- The Service Delivery and Development Committee

The Board also has a Nominations Committee to support the recruitment, succession and Development of Directors. This meets on an ad-hoc basis in the event of a vacancy.

The Board may also establish ad hoc committees for detailed reviews or consideration of particular topics to be proposed for the approval of the Board.

Business Support and Audit Committee Members

- Helen Bates (Chair)
- Nil Neale
- Chidinma Odaghara (Co-opted Committee Member)

Service Delivery and Development Committee Members

- Nimmi Patel (chair)
- Marsha Blake
- Kelly Cassells
- The Very Rev Matt Thompson
- Jon Wood

06 Role profile

Role: Director/Trustee

Accountable to:

Directors are accountable to the Chair of the Board. They are also required to have due regard for stakeholders at all levels.

Responsible for:

Governing St Basils in a way that ensures long-term success and oversight of the culture of the organisation.

Salary:

The role is voluntary and so is unremunerated. Reasonable expenses will be paid for costs incurred in your role as a Director/Trustee.

Location:

Board meetings are held in Digbeth, Birmingham.

Term:

Initial term is three years, with the option to extend.

Key Relationships:

Chair of the Board, Directors, Senior Leadership Team, Governance Team, Youth Advisory Board, External Stakeholders and funders where needed.

Purpose of the role:

We are seeking to appoint up to three voluntary Directors/Trustees to join our Board. These appointments provide an opportunity to contribute to the governance, strategic direction and long-term sustainability of an organisation that has young people at its core. As a Director/Trustee, you will contribute to Board discussions, provide constructive challenge and support to the Senior Leadership Team, and help ensure that St Basils continues to deliver high-quality, safe and effective services for young people who are homeless or at risk of homelessness.

Time Commitment:

Board and Committee meetings are held quarterly. Each will last around 2 hours and will normally be held late afternoon/early evening.

Board meetings are held quarterly and usually take place in person at St Basils' Head Office in Birmingham. Committee meetings are also held quarterly and are usually held virtually via Microsoft Teams.

A Board Away Day is held each year, usually in October. This may include an overnight stay, which is fully paid for by St Basils.

Meeting papers are shared via an online portal one week in advance to allow sufficient preparation time.

We encourage Board members to visit our accommodation services to deepen their understanding of our work and support effective governance and decision-making. We would like all Board members to make two visits a year where possible. Travel expenses incurred in attending Board meetings or conducting site visits will be reimbursed by St Basils.



07 Person specification

Applicants for the role will need to demonstrate the following qualities/experience:

We are not looking for every candidate to bring all of the skills listed below. Instead, we are seeking to broaden the collective experience of the Board and would welcome applications from people with expertise in one or more of the following areas.

Criterion	Essential	Desirable
A good understanding of the current strategic issues and regulations affecting Housing Associations		X
A commitment to the vision, mission and principles to work by of St Basils	X	
Experience of working in a charity or a good understanding of charity governance		X
Professional experience in one or more of the following: • Board-level experience within a registered provider of social housing • Building safety and/or compliance within a registered provider • Legal expertise, particularly within social housing • Health and/or social care experience • ICT, digital transformation and/or cyber security expertise	X	

Commitment to Equality, Diversity and Inclusion

St Basils is committed to creating an environment for staff, young people and partners that is free from all forms of discrimination and where diversity is embraced. Our Board is key to this commitment, so we need every Board member to have a clear understanding of the principles of EDI and the racial disparities that exist within senior leadership teams and Boards. St Basils has adopted the RACE Equality Code of Governance to focus on reducing those inequalities, and therefore our Board play a key part in our aim to instigate change using their strategic voice.

An important part of St Basils' EDI strategy is to ensure that our Board reflects the communities and young people we serve. Our Board currently has under-representation from Black communities and therefore we particularly welcome expressions of interest from people from these communities.

St Basils is a learning organisation and supports Board members who are new to the role. We offer essential online training, including GDPR, cyber security, equality, diversity and inclusion, safeguarding and risk management, as well as opportunities for additional online or in-person development. As part of our commitment to race equality, we provide mandatory anti-racism training for all staff and Board members.

08 Key dates and the selection process

Closing date: 9am on Thursday 5th November 2026

Interviews: Interviews will take place on Tuesday 17th November 2026 in Birmingham



DIRECTORS/TRUSTEES

West Midlands/remote | Voluntary/reasonable expenses

St Basils supports young people aged 16–25 who are homeless or at risk of homelessness, helping them to find and keep a home, build confidence and move towards a brighter future. Each year, we work with more than 4,000 young people across the West Midlands through supported accommodation, outreach, advice and employability services.

We are seeking to appoint up to three voluntary Directors / Trustees to our Board. We are looking for people who share our commitment to ending youth homelessness and can bring sound judgement, strategic insight and constructive challenge.

Across these appointments, we are particularly interested in strengthening the Board's collective experience with the following:

- Board experience in a registered provider;
- building safety or compliance experience in a registered provider;
- social housing legal expertise;
- health or social care experience; or
- ICT and cyber security expertise.

These are unique opportunities to join the Board of St Basils and help shape an organisation committed to ending youth homelessness. We welcome first-time non-executives, but expect new Board members to understand the role of a board and the importance of good governance in a regulated setting.

The roles are voluntary, with reasonable expenses reimbursed.

Board meetings are held quarterly in Birmingham, with committee meetings usually held virtually. If you would like to use your experience to help young people build safe, stable and fulfilling futures, we would welcome your application.

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

For further discussion please contact: Chloe Wright,
Consultant: chloe.wright@campbelltickell.com | **07508 997 839**

**CAMPBELL
TICKELL**

Closes | Thursday 5th November | 9am



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