WESSMAPS HOUSING TRUST

Chief Executive Officer Recruitment September 2026

CAMPBELL TICKELL

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YOUR APPLICATION

Thank you for your interest in this Chief Executive post at Wessmaps Housing Trust. On the following pages, you will find details of the role and the selection process to assist you in completing and tailoring your application.

You will no doubt do your own due diligence but do read this pack carefully as it will provide you with a good overview of the organisation and role. After you have done that, please feel free to get in touch with one of us, so that we can talk through your offer and get a sense of how that aligns to what Wessmaps Housing Trust is seeking.

To apply, we will need the following from you:

- A CV. Make sure this confirms your current/most recent roles (you can sum up earlier roles, say before the last 15 years), tell us about your achievements so we get a picture of your skills and experience, and try to keep it to two pages or three at most;
- A personal statement. We want to hear about your motivation, why this role/organisation, and you will also want to evidence how relevant your offer is to the role specification; again, ideally in two to three pages; and
- The declaration form, which is accessible via the role page on our website and includes space to indicate if you cannot attend any of the interview dates.

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

The role closes at 9am on Monday 12th October. Please ensure we receive your application in good time.

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

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Campbell Tickell

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Alice Morris
Consultant
Campbell Tickell

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WELCOME

Thank you for your interest in becoming the next Chief Executive of Wessmaps. This is a defining moment for our organisation, as the Founder and Acting Chief Executive Jane Lockey prepares to step down, and an exceptional opportunity for a leader who shares our ambition, values and belief in the power of person-centred services.

At Wessmaps, we are a Hampshire-based charity dedicated to delivering high-quality, bespoke housing solutions for vulnerable individuals. We have served the residents of Hampshire and the surrounding counties for 12 years and are passionate about providing secure and sustainable places for individuals to improve their well-being and prospects and thrive in their local communities.

We are in the process of an ambitious growth plan as we look to increase our number of properties from 200 to 500 in the next 3-5 years, with a view to reaching 1,000 properties within a decade.

Wessmaps is an organisation that aims to provide the highest quality services whilst ensuring compliance with governance standards and an excellent regulatory standing. At the heart of all of our work is the principle of choice: we believe that every tenant deserves to have a say in their housing decisions. By enabling tenants to select their homes and providing tailored support, we help them build stable, independent lives.

As Chief Executive, you will embody these values in all that you do, providing inspirational strategic and operational leadership to the organisation, ensuring the financial health of the trust and delivering excellent housing and tenancy management services. You will work to create and sustain a positive, high-performing organisational culture, and ensure the trust is positioned to respond effectively to a changing regulatory landscape.

If you are inspired by the opportunity to lead a person-centred organisation at this pivotal

moment in the organisation's history, we would be delighted to hear from you. Our recruitment partners, Campbell Tickell, are supporting us with this appointment and would welcome the opportunity to discuss the role with you in more detail.

Sincerely,

Nicola Cavanagh

Chair of the Board of Trustees

ABOUT WESSMAPS HOUSING TRUST

Wessmaps Housing Trust was established in 2014 to address the need of complete housing-related support for vulnerable adults in supported living across Hampshire and the surrounding counties. We provide bespoke housing solutions, helping our tenants manage every aspect of securing and maintaining their homes.

At Wessmaps Housing Trust, we believe everyone deserves a safe, secure, and sustainable home. As a charitable organisation, our mission is to transform housing opportunities for vulnerable individuals, empowering them to live independently in the community.

Unlike traditional housing associations with pre-existing properties to fill, we take a truly person-centred approach. We start with the individual—listening to their needs, preferences, and aspirations. From there, we source and acquire the perfect home from the private rental market. Wessmaps takes on the tenancy with the landlord and provides tailored housing-related support, ensuring our tenants have everything they need to thrive and maintain their independence.

Our staff have over 20 years of experience in support, housing and the public social care system. Working hand-in-hand with traditional care and support providers, we deliver a holistic service that integrates housing and care. This collaborative approach ensures every individual receives not only a home but also the ongoing assistance they need to build a stable, fulfilling life.

Our philosophy is rooted in empowerment and choice. We encourage individuals to make decisions about their housing and future, then provide the support to turn those decisions into lasting success. We passionately believe that a secure home is the foundation for personal growth and independence, and this belief drives every aspect of what we do.

At Wessmaps, we don't just find homes—we help build futures.

To learn more about Wessmaps, please click here

WHAT WE DO

PROPERTY SEARCH

Our experienced team carries out a comprehensive property search across the housing market to identify accommodation that best meets the tenant's specific needs and preferences. We typically secure up to three potential properties (depending on market availability and individual requirements), and work closely with the tenant to finalise their choice and secure their new home.

CHECK IN

On the first day of the tenancy, our housing team meets with the tenant and their personal care, support, and supervision team at their new home. During this visit, we hand over the keys and explain the tenancy agreement, which is provided in an accessible format to ensure all tenants fully understand their rights and responsibilities.

FACILITATION

For many tenants, applying for housing benefit is an essential step. We assist tenants in completing their initial application and ensure it is submitted correctly. In most cases, Wessmaps Housing Trust is appointed by the tenant as the main point of contact for the local housing authority, enabling us to handle any subsequent housing benefit queries on their behalf efficiently.

24/7 PROPERTY SERVICES HOTLINE

Accidental damage, adaptations, or emergency repairs can be stressful for tenants, their families, and care teams. To alleviate this, we provide a 24-hour property services hotline, ensuring tenants or their support teams can report concerns or maintenance issues at any time. Our team liaises with contractors, tenants, and support staff to address repairs promptly, minimising disruption and ensuring the property remains safe and suitable for the tenant's needs.

TENANCY CLINICS

To help tenants maintain their tenancies, we offer regular tenancy clinics conducted by our team of specialist housing officers. These appointments provide an opportunity for tenants, alongside their care and support teams, to discuss any concerns related to their tenancy or property. Our housing officers also use these clinics to review the tenant's progress and well-being, ensuring future planning remains person-centred.

SUPPORT

When a tenant decides to move on to a new chapter in their life, we assist them in ending their tenancy agreement with us and offer guidance in finding alternative accommodation. We ensure that this process is tailored to their specific needs, supporting them in every way possible to achieve a smooth and successful move.

WHY WE'RE DIFFERENT

Historically, many vulnerable people have been placed in institutional settings like residential care homes, hospitals, or remained in family homes where adequate support options were unavailable. Too often, decisions about housing were made on their behalf.

Following the UK government's Valuing People Now report (2009)—which championed the rights of individuals with learning disabilities to live with dignity and independence—many organisations launched supported living programs. While beneficial, these programs sometimes blurred the line between personal care support and intensive housing management support, causing uncertainty for tenants.

Wessmaps Housing Trust stands out by offering intensive housing management as a separate service through a team of dedicated housing officers. This ensures that a tenant's home remains secure, even if their personal care arrangements change. By safeguarding tenancy stability, we align with the Care Act 2014 guidelines, emphasising a person-centred, comprehensive approach to supported living.

Unlike organisations with a fixed housing stock, Wessmaps Housing Trust maintains a flexible property portfolio, allowing us to adapt to the unique needs of each tenant. This means we are never pressured to fill unsuitable properties. Instead, we focus on sourcing secure, high-quality, and sustainable long-term accommodation tailored to our tenants' circumstances. We work collaboratively with tenants, their families, and care providers to develop customised housing solutions that prioritise tenant independence, security, and community integration.

This adaptable approach not only avoids wasting resources on properties that no longer meet tenants' needs but also enables us to dedicate more time and effort to identifying homes that align perfectly with their preferences. Combined with our intensive housing management services, we offer a fully bespoke, person-centred solution that empowers tenants to live independently and thrive in their communities.

OUR TENANTS

ADULTS WITH LEARNING DIFFICULTIES

We understand that finding a suitable home and navigating the complex laws, rules, and regulations of housing can be overwhelming, often leaving vulnerable tenants at risk of exploitation. Our team specialises in providing housing for adults with learning disabilities. We work closely with tenants and their personal care teams to find suitable properties that enable and empower them to live independently and thrive in their communities.

ACQUIRED BRAIN INJURY

Acquired brain injury, which can result from illness or injury, may lead to a range of physical, psychological, or mental health challenges. We recognise that brain injuries vary greatly in severity, meaning that the personal needs of tenants with acquired brain injuries are diverse. The Wessmaps housing team brings its expertise to support tenants with acquired brain injuries, helping them make informed decisions about their homes. Our goal is to ensure that tenants are empowered to live independently and successfully integrate into their community.

AUTISTIC SPECTRUM DISORDERS

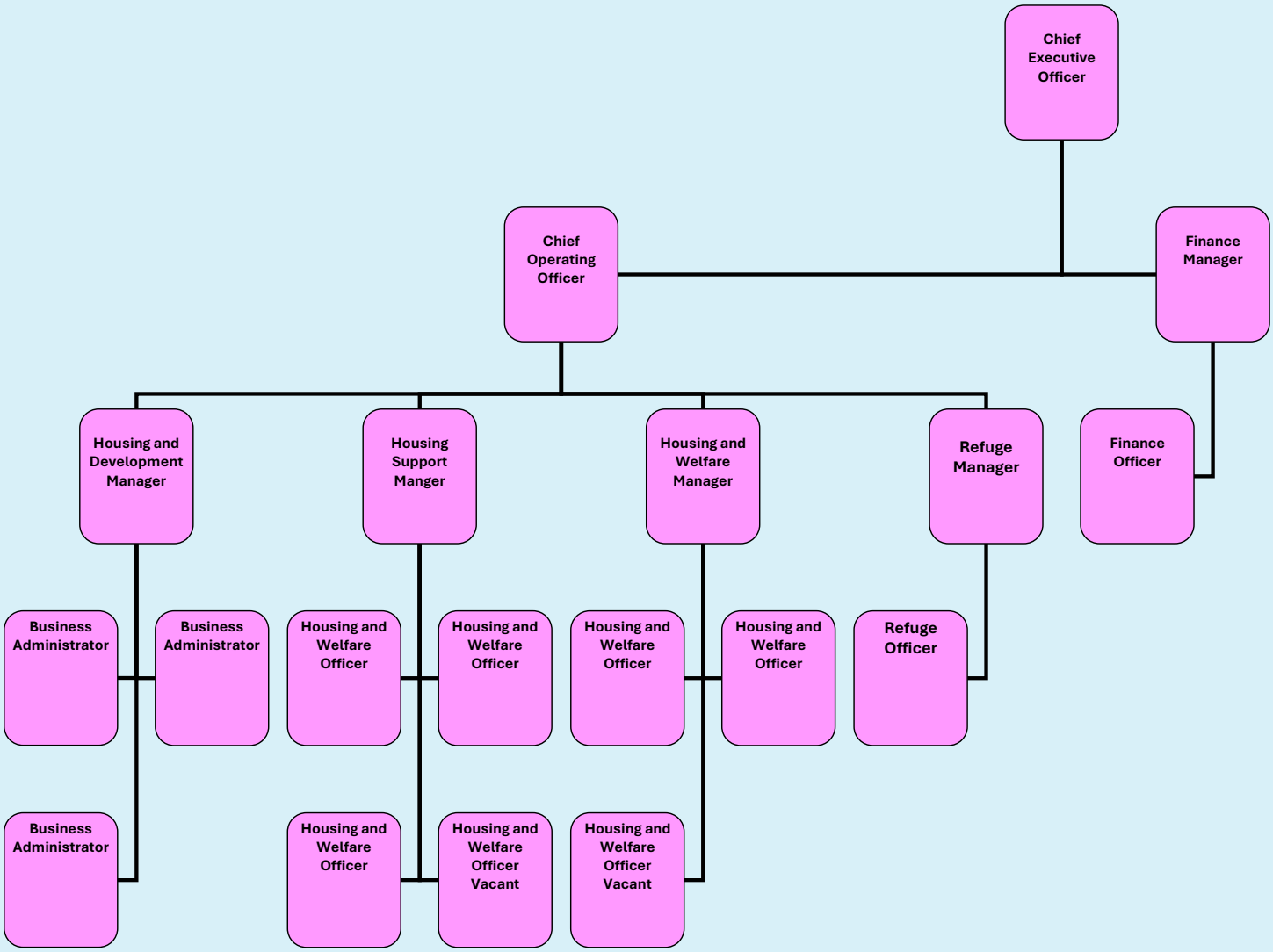
Tenants on the autism spectrum often face specific challenges, particularly around social interactions. This can lead to heightened anxiety, especially during initial contact and ongoing communication with letting agents. Wessmaps Housing Trust provides a supportive and personalised planning process for tenants with autism and Asperger's syndrome. We make reasonable adjustments to ensure that tenants are empowered to choose the right home, fostering independence and well-being.

PHYSICAL DISABILITY

Wessmaps Housing Trust specialises in providing accessible, adaptable, and affordable accommodation for tenants with physical disabilities. Our specialist housing team collaborates with tenants with physical disabilities and their occupational health teams to access disabled facilities and grants. These grants help fund necessary adaptations, making homes more accessible and enabling tenants to complete daily tasks independently and comfortably.

WESSMAPS HOUSING TRUST

OUR TEAM



OUR HOUSING OFFICERS

Each of our Housing Officers has a group of 25 tenants who they visit once a month at minimum. They produce a monthly report as part of their tenancy clinics detailing tenant progress. The monthly report allows our Housing Officers to consult with our partners to bring together all the information they have locally about our tenants including their needs, current services being accessed and plans to identify progress and help steer care provision. We endeavour to encourage our tenants to be part of this reporting process to help us develop benchmarks to inform our guidance and future strategy

JOB DETAILS

Role

Chief Executive
Salary: c.£80,000

Responsible to:

Chair and Board of Trustees

Direct Reports:

- Head of Business & People Operations
- Head of Finance

Work Location:

Southampton. This will be a hybrid position with 3 days in the office per week.

ROLE SUMMARY

The Chief Executive is responsible to the Board for providing the strategic and operational leadership of Wessmaps Housing Trust.

They are accountable for the performance, financial sustainability and cultural health of the organisation, and are responsible for driving Wessmaps' mission to deliver high-quality affordable social housing and related services to the communities it serves.

The Chief Executive works closely with the Chair and Board of Trustees to maintain the values, governance standards and regulatory standing of the organisation, and is responsible for leading the expansion of the charity to develop new housing, strengthen partnerships and build organisational capability.

CORE ACCOUNTABILITIES

The Chief Executive role focuses on seven key leadership areas:

- Strategic Leadership and Vision
- Financial Management and Commercial Development
- Housing and Property Services
- People Leadership
- Stakeholder and Partner Relationships
- Governance and Board Support
- Regulatory Compliance

KEY RESPONSIBILITIES

Strategic Leadership and Vision

1. Develop and deliver the Trust's strategic plan in partnership with the Board, ensuring clarity of direction and alignment of resources
2. Translate strategy into operational delivery, setting clear goals and performance expectations across the organisation
3. Lead organisational culture, embedding the values of Wessmaps Housing Trust in all that the organisation does
4. Ensure the Trust is positioned to respond effectively to a changing policy, funding and regulatory landscape
5. Identify and capitalise on opportunities for growth and new services

Financial Management and Commercial Development

1. Hold overall accountability for the financial health of the Trust, currently operating at a turnover of circa £4 million
2. Lead the development and delivery of a sustainable financial strategy, including the identification of new income streams and commercial opportunities
3. Work with the Head of Finance to ensure accurate financial reporting, effective budget management, and robust treasury management
4. Oversee the Trust's approach to procurement, risk management, and value for money
5. Lead negotiations with funders, lenders, and development partners to secure the resources needed to deliver the growth strategy

Housing and Property Services

1. Ensure the delivery of excellent housing and tenancy management services in line with the Regulatory Framework
2. Oversee asset management, maintenance, and development functions, ensuring properties are safe, well-maintained, and compliant
3. Drive an ambitious but deliverable development programme, working with partners and local authorities
4. Maintain and develop relationships with key sector bodies, commissioners, and partners to strengthen Wessmaps Housing Trust's position in the market
5. Champion residents' voices in the Trust's decision-making, ensuring robust engagement and complaint-handling processes

People Leadership

1. Provide inspirational, visible leadership to a current staff team of 22
2. Create and sustain a positive, high-performing organisational culture that attracts and retains talented people
3. Lead senior management recruitment, ensuring the right capability is in place to deliver the strategy
4. Oversee workforce planning, staff development and succession planning
5. Ensure compliance with employment law and HR best practice

Stakeholder and Partner Relationships

1. Act as the principal external ambassador for Wessmaps Housing Trust, representing the organisation with confidence and integrity
2. Build and maintain strong, productive relationships with local authorities, commissioning bodies, statutory agencies, and sector partners
3. Develop the Trust's profile and influence within the housing sector and the broader charitable/not-for-profit landscape
4. Lead on media relations and communications as required, ensuring consistent and positive messaging

Governance and Board Support

1. Work in close partnership with the Chair and Board to ensure effective governance and clear accountability
2. Prepare high-quality reporting, business cases, and strategic papers for the Board and its committees
3. Ensure the Board has access to timely, accurate, and relevant management information to discharge its responsibilities
4. Support Board development, including the induction of new Trustees
5. Maintain a clear strategic connection between governance and management

Regulatory Compliance

1. Ensure Wessmaps Housing Trust's continued compliance with Regulatory Frameworks
2. Manage the Trust's relationship with the Housing Regulator including all required returns and regulatory submissions
3. Ensure compliance with Charity Commission requirements, including the annual reporting and accounts
4. Oversee risk management, including the maintenance of a robust risk register and appropriate mitigations
5. Ensure HMRC requirements and provision of accounts are accurate and timely

6. Ensure organisational compliance with all relevant legislation, including Health and Safety, Data Protection, employment law, and consumer standards

PERSON SPECIFICATION

Knowledge and Experience

Essential

- Significant senior leadership experience in a housing association, ALMO, or registered provider
- Demonstrable experience as a CEO, Deputy CEO, or Head of department with organisational-wide accountability
- Deep working knowledge of the Housing Regulatory Framework
- Experience of managing or overseeing housing development and asset management programs
- Track record of financial management at scale, including P&L accountability, forecasting, and commercial development
- Experience of leading significant organisational growth or transformation

Highly Desirable

- Understanding of the governance requirements of charitable registered providers, including Charity Commission obligations
- Experience of Homes England funding programs

Skills & Abilities

Essential

- Exceptional strategic thinking and decision-making capability
- Outstanding communication and influencing skills able to engage confidently across a wide range of stakeholders
- Strong people leadership skills with the ability to motivate and develop high-performing teams
- Financial literacy and commercial acumen — able to read accounts, interrogate financial data and drive commercial performance
- Ability to build and sustain effective Board relationships, with proven experience of working as a trusted senior executive
- Strong written communication skills — able to produce high-quality board reports, funding applications, and external communications

Qualifications

Essential

- CIH Level 6 - Chartered Member or similar relevant degree

Desirable

- Relevant Professional qualification (e.g. RICS, ACA, MBA, CIPD) or equivalent

Behaviours and Values

Essential

- Demonstrable personal commitment to the social purpose of social housing
- High levels of personal integrity and professional ethics
- Resilient, collaborative, and self-aware leadership style
- Openness to challenge and a commitment to continuous improvement

Key Relationships

Internal

- Founder
- Chair and Board of Trustees
- Direct Reports – Head of Business and People Operations
  Head of Finance
- All staff

External

- Housing Regulator
- Local Authorities
- Funders, grant-making bodies and development partners
- External legal advisors
- Sector professional bodies (e.g. National Housing Federation, CIPD, ACAS)
- Auditors and inspectors

KEY TERMS AND CONDITIONS

	Chief Executive
Hours of Work	37.5 hour per week 9-5.00pm
Salary	c.£80,000.00 per annum
Car	Negotiable
Pension	All employees are enrolled into the NEST pension, with employee contributions of 3% and employer contributions of 5%.
Annual Leave	Annual 27 days plus all bank holidays
Probation	6 months
Notice Period	3 months
Sickness Pay	2 months then SSP
Training	Training and personal development to be discussed with the Chair of the Board and Founder

KEY DATES AND SELECTION PROCESS

Closing date: Monday 12th October | 9am

We will be in touch to let you know the outcome of your application w/c 19th October 2026

First stage selection interviews: Tuesday 27th October | via Teams

Longlisted candidates will be interviewed by a Campbell Tickell panel.

Final stage interviews: Thursday 12th November 2026

Location

Unit 406 Solent Business Centre
343 Millbrook Road West
Southampton
Hampshire
SO15 0HW

WESSMAPS HOUSING TRUST
Registered Charity: 1156164

Chief Executive Officer

c.£80,000 | Southampton/hybrid

Wessmaps Housing Trust is seeking an exceptional Chief Executive Officer to lead the organisation into its next chapter. This is a unique opportunity to shape the future of a values-driven housing provider that delivers high-quality homes and support for vulnerable individuals across Hampshire and neighbouring counties.

Every day, our work helps people with complex needs find stability, independence and the opportunity to thrive within their communities. As Chief Executive, you will ensure that mission remains at the heart of everything we do, whilst providing the strategic leadership needed to strengthen our organisation and drive sustainable growth.

Reporting to the Board, you will provide inspiring leadership across the Trust, setting a clear vision and ensuring excellent governance, financial stewardship and regulatory compliance. You will lead and develop a talented senior team, championing a culture that reflects our mission of providing good quality, bespoke housing solutions for vulnerable people in Hampshire.

As the public face of Wessmaps, you will build influential relationships with local authorities, commissioners, statutory agencies and sector partners, raising the Trust's profile and creating opportunities that enable us to deliver even greater impact for the people we serve.

We are looking for a credible and experienced senior housing leader with strong knowledge of the housing regulatory framework and a track record of delivering strategic and operational success. You will combine commercial acumen with strong values, bringing the vision, resilience and authenticity needed to lead through opportunity and challenge alike. Most importantly, you will be passionate about improving lives through the provision of safe, high-quality, person-centred housing services.

If you are a values-led leader who wants to make a meaningful difference, inspire people, and help shape the future of an ambitious organisation with a strong social purpose, we would love to hear from you.

For further discussion please contact: Alice Morris | Recruitment Consultant |

alice.morris@campbelltickell.com I You can also download a recruitment pack at: www.campbelltickell.com/jobs

Closing date| Monday 12th October | 9am

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