Dérive Salford | CAMPBELL TICKELL





Recruitment Pack
Non-Executive Directors
November 2026

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Your Application

Thank you for your interest in the Non-Executive Director positions with Dérive Salford Group Ltd.

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

You will no doubt do your own due diligence but please read this pack carefully as it will provide you with an overview of Dérive Salford Group and the roles.

In order to apply you should submit:

- **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 the most;
- **A supporting statement.** We want to hear about your motivation, why this role and why Dérive Salford Group, detailing how you are a good candidate for this post and how you fulfil the person specification – we recommend that this is no longer than 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 you application, but if you have any issues, you can call 020 3434 0990.

The role closes on **Thursday 26th November 2026 9am**

Please ensure we receive your application in good time.

Please do contact me 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.

Kind regards

Kelly Shaw

Kelly Shaw | Senior Associate Consultant
Kelly.shaw@campbelltickell.com | 07900 363803

Welcome from the Chair

Dear Candidate,

Thank you for your interest in joining the Board of Dérive (Salford) Group Limited as a Non-Executive Director.

This is a particularly important and exciting time for our organisation. We have recently adopted a new corporate strategy for 2026-2031, setting out a clear ambition to become a well-governed, financially resilient and trusted housing and property group that delivers high-quality homes and services for the people of Salford.

Housing has never been more important to the future success of our communities. Across Salford, demand for good-quality affordable homes continues to grow, alongside the need for supported housing solutions, neighbourhood regeneration and innovative approaches to meeting local housing need. As a wholly owned company of Salford City Council, we have a unique role to play in helping deliver these ambitions while operating with strong commercial discipline, robust governance and a clear social purpose.

Our strategy is built around a simple but important commitment: **Stabilise, Strengthen and Grow**. Having recognised the need to enhance governance, assurance and organisational capability, we are focused on building a strong and sustainable platform for the future. At the same time, we have ambitious plans to increase housing supply, support regeneration and create lasting positive impact for residents across the city.

Strong boards are essential to achieving these ambitions. We are therefore seeking two new Non-Executive Directors who share our commitment to good governance, public value and responsible growth. Whether your expertise lies in **finance, treasury, audit and risk**, or in **housing, development, property and regulation**, your contribution will help shape strategic decisions at a pivotal point in our development.

We are looking for individuals who can bring professional credibility, independent judgement and constructive challenge. Equally important is a genuine commitment to our purpose and a desire to contribute to an organisation that is making a meaningful difference to people's lives. Our Board culture is one of openness, collaboration and accountability, and we welcome applicants who will bring fresh perspectives and diverse experiences to our discussions.

These appointments offer more than a traditional governance role. They provide an opportunity to influence the future direction of a growing housing and property group, support the delivery of our ambitious five-year strategy and help ensure that we remain focused on what matters most: creating homes, opportunities and stronger communities across Salford.

I hope that, having reviewed this pack, you will be inspired to learn more about the opportunities available and the contribution you could make.

Thank you for considering joining us, and I look forward to receiving your application.

Yours sincerely,

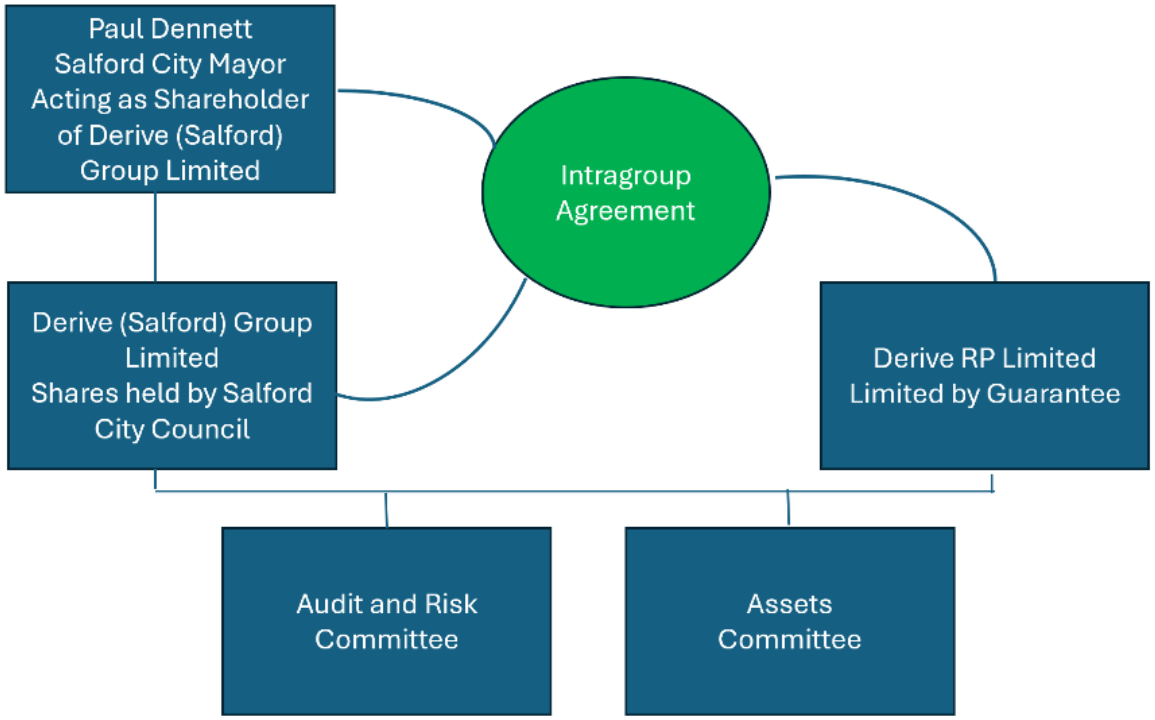
David R Mills
Chair | Dérive (Salford) Group Limited

Dérive Salford Group Ltd

Purpose & Structure

Dérive is Salford City Council's wholly owned housing development and housing management group, established to support the delivery and retention of affordable homes and wider social value in Salford.

Parent company	Derive (Salford) Group Limited is wholly owned by Salford City Council and provides strategic direction and oversight across the group.
Registered provider	Derive RP Limited is the group's registered provider of social housing and is regulated by the Regulator of Social Housing.
Board focus	The Group Board sets strategy, approves business plans and budgets, oversees treasury and risk, and maintains effective relationships with the shareholder.
Public purpose	The group seeks to deliver quality homes, responsible stewardship of assets and long-term benefits for Salford residents and communities.



Group Strategy 2026-2031 can be viewed here

2025 Accounts can be viewed here

Role Overview

Two Non-Executive Director appointments

The Board is recruiting two independent Non-Executive Directors to strengthen its collective capability. All directors share the same legal duties and collective responsibility for Board decisions, while bringing their own specialist perspective.

What you will contribute

- Independent oversight, constructive challenge and sound judgement.
- Collective leadership of strategy, business planning and performance.
- Assurance over risk, controls, compliance, financial sustainability and delivery.
- A clear distinction between strategic governance and operational management.
- Effective relationships with the shareholder, directors, executives and stakeholders.
- Commitment to Board development, appraisal and continuous improvement.

Director responsibilities

The role is non-executive and does not involve operational line management. Individual directors cannot bind the company unless specifically authorised. Directors must comply with company law, the Articles, approved delegations, conflicts requirements and relevant governance policies.

Current priorities

- Strengthening governance, assurance and accountability across the group.
- Maintaining financial resilience, robust controls and transparent reporting.
- Developing a sustainable pipeline of homes and investment opportunities.
- Delivering safe, well-managed homes and positive outcomes for residents.
- Building effective relationships with the Council, regulators, funders, partners and communities.
- Embedding value for money, social value and responsible risk management.

Values in practice

- Act with integrity and in the best interests of the company.
- Use evidence and independent judgement.
- Be open, accountable and respectful.
- Focus on residents, place and long-term public value.
- Challenge constructively and support collective decision-making.

Induction and development

- Company structure, legal duties, Articles, reserved matters and delegations.
- Business plan, budgets, treasury, risk and assurance.
- Housing operations, resident services, assets and delivery partnerships.
- Regulation applying to Derive RP Limited and implications for the group.
- Shareholder, regulator, auditor and adviser relationships.
- Development informed by appraisal, skills assessment and priorities.

Job Description - Non-Executive Director: Finance

Role purpose

To strengthen Board oversight of financial strategy, business planning, treasury, audit, assurance, risk and value for money.

Key responsibilities

- Scrutinise budgets, forecasts, management accounts, cash flow and longer-term financial plans.
- Challenge financial sustainability, funding, treasury, investment and development decisions.
- Support robust going concern, viability, sensitivity and stress testing.
- Oversee financial reporting, statutory accounts and external audit arrangements.
- Promote strong controls, clear delegations, segregation of duties and proportionate assurance.
- Challenge financial and commercial risk management.
- Test affordability, value for money and alignment with strategy.
- Contribute to the Audit and Risk Committee or other committees.
- Support relationships with auditors, advisers, funders and the shareholder.
- Make complex financial information accessible at Board level.
- Member of the Audit and Risk Committee.

Finance expertise sought

- A recognised professional accountancy qualification (CIPFA, ACA, ACCA, CIMA) or equivalent senior-level financial leadership experience gained within a complex organisation within the public or private sector.
- Strong knowledge of treasury, investment appraisal, audit, risk, governance and controls
- Experience translating complex financial information into practical Board insight.
- Experience of organisational recovery, change or control improvement is advantageous.

Job Description - Non-Executive Director: Housing

Role purpose

- To strengthen Board oversight of housing strategy, resident outcomes, regulatory compliance, asset stewardship and service performance.

Key responsibilities

- Provide insight into affordable housing, housing operations and housing policy.
- Challenge performance on homes, repairs, compliance, lettings, income, complaints and resident experience.
- Promote resident safety, transparency, accountability and learning.
- Provide assurance on asset management, stock condition, investment and building safety.
- Oversee the managing agent and delivery partners.
- Advise on housing regulation and consumer standards across the group.
- Challenge development and acquisition proposals from a housing and resident perspective.
- Ensure resident voice and equality inform strategy and decisions.
- Contribute to relevant committees and engagement with residents, partners and regulators.
- Balance ambition, compliance, affordability, quality and deliverability.
- Member of the Asset Management and Development Committee.

Housing expertise sought

- Significant strategic leadership experience in social or affordable housing, local authority housing, a registered provider or a related field.
- Strong knowledge across housing operations, consumer regulation, asset management, development, building safety, resident engagement or contract management.
- Understanding of the distinct accountabilities of a registered provider and a non-registered parent company.
- Experience of regulatory engagement, governance improvement or change is advantageous.
- A consistent focus on safe homes, quality services and resident outcomes.

Person Specification

Shared requirements for both roles

Criterion	Essential	Desirable
Strategic leadership	Board, executive or senior advisory experience.	Previous non-executive or committee experience.
Judgement	Ability to analyse complex evidence and reach balanced conclusions.	Experience in a public-interest environment.
Governance	Understanding of directors' duties, accountability, conflicts and governance boundaries.	Knowledge of council-owned companies or housing groups.
Challenge and support	Confidence to challenge constructively and build trusted relationships.	Experience supporting recovery or improvement.
Communication	Clear, concise communication that makes specialist issues accessible.	Experience engaging regulators, residents, funders or elected stakeholders.
Values	Integrity, independence, sound ethics and commitment to inclusion.	Connection to Salford or Greater Manchester.
Commitment	Capacity to prepare, attend and participate in development and appraisal.	Availability for occasional additional meetings.

Eligibility and independence

- Eligible to act as a company director and willing to complete appointment checks and statutory filings.
- Disclose actual or potential conflicts and demonstrate that they can be managed.
- Subject to satisfactory references and any other identified checks.
- Able to act in the best interests of the company while understanding the shareholder relationship.

Key Terms & Conditions

Remuneration

Non-Executive Director £5K per annum, reasonable expenses will be paid.

Commitment

Approximately 1 to 2 days per month, including preparation, meetings, development activity and occasional stakeholder engagement.

Terms of Office

Three years, subject to satisfactory performance, continued eligibility and governance arrangements.

Location

Salford and online, with attendance in person when required

Meeting Dates (2026-2027)

- 25th November 2026
- 27th January 2027
- 31st March 2027

Committee meeting dates are currently being finalised and are expected to take place monthly.

At least one Group Board member will be required to attend either the Audit Committee or the Assets Committee, and potentially both.

In addition, fortnightly Task and Finish Group meetings are held, which Group Board members are not required to attend.

Key Dates & Selection Process

Closing date:

Thursday 26th November 2026 9am

The client meeting to agree longlisted candidates will take place on **Wednesday 2nd December 2026**. All candidates will be informed later that day, and unsuccessful candidates will be offered feedback by Campbell Tickell.

First Interviews:

Wednesday 9th December 2026

Longlisted candidates will be interviewed by a Campbell Tickell panel. On the same candidates will have the opportunity to meet virtually with the Chair of the Board and Interim Chief Executive.

Shortlisting:

The client meeting to agree shortlisted candidates will take place on **Wednesday 16th December 2026**. All candidates will be informed later that day, and unsuccessful candidates will be offered feedback by Campbell Tickell.

Final Interviews:

Monday 11th & Tuesday 12th January 2027

The interview panel will include:

- **David R Mills -** Chair of the Board
- **Dave Wilcock** – Non-Executive Director
- **Alan Caddick** - Non-Executive Director
- **Kelly Shaw** - Campbell Tickell Advisor

Interviews will be held at **Salford City Council, Civic Centre, Chorley Road, Swinton, M27 5DA**





Derive Salford | CAMPBELL TICKELL

Non-Executive Directors (x2) | Finance & Audit | Housing & Property

£5,000 pa | North West

Help Shape the Future of Housing in Salford

Derive (Salford) Group Limited is a council-owned housing and development company delivering affordable homes, supporting regeneration and creating sustainable communities across the city. As the organisation enters its next phase, we're looking for two talented Non-Executive Directors to bring fresh thinking, independent challenge and strategic insight to the Board.

We're seeking one NED with a strong background in finance, treasury, audit and risk, and another with significant experience in housing, development, property or the wider regulated housing sector.

Whichever role you're interested in, you'll bring sound judgement, commercial awareness and a passion for creating positive outcomes for residents and communities.

This is a chance to contribute to an organisation with real purpose, influence decisions that matter and play a part in shaping new homes, stronger neighbourhoods and a growing city. Previous board experience is welcome but not essential. We're equally interested in hearing from senior leaders looking to take on their first Non-Executive appointment.

To find out more, please contact **Kelly Shaw** at kelly.shaw@campbelltickell.com or call **07900 363803.**
You can also download a recruitment pack at: www.campbelltickell.com/jobs
Closing date | Thursday 26th November 2026 9am

CAMPBELL TICKELL

Telephone 020 8830 6777
Recruitment 020 3434 0990
info@campbelltickell.com
www.campbelltickell.com
@CampbellTickel1