



# Recruitment Pack

Chief Executive Officer

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July 2017

# Your Application

Dear Applicant,

Thank you very much for your interest in this post. On the following pages, you will find details of the role and the selection process to help you to complete and tailor your application. To apply you should submit:

- An up-to-date CV which shows your full career history – we recommend that this is no longer than three pages
- A covering letter explaining why you are interested in this role, and telling us why you are a good candidate for this post. You must make sure that your CV/covering letter give us enough information to demonstrate that you have the requisite experience, competencies and personal qualities as set out in the person specification. We recommend that this is no longer than three pages;
- The declaration form – completion of the equalities section is not mandatory but it helps our monitoring in line with our commitment to equality and diversity; and
- Indicate on the declaration form if you cannot attend any of the interview dates.

Please note that applications can only be considered if all the documentation is complete. Please send your application, preferably in MS Word format by email to: [reside@campbelltickell.com](mailto:reside@campbelltickell.com).

**Applications must be received by Monday 14 August 2017 at 9am.**

You will receive an acknowledgement within 48 hours of receipt and we suggest that if after that time, you have not heard from us, you telephone the office (0203 434 0990) to ensure that it has arrived. Using a secure email address and putting the job title/organisation in the subject line reduces the chances of any email going into spam.

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. You can contact me on 07539 373 827 or 0203 434 0990.

Kind regards,

*Yvonne Frayling*

**Yvonne Frayling**  
**Senior Associate Consultant**

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# Welcome Letter

Dear Applicant,

Thank you for taking the time to look at the candidate pack.

I joined the Board in June this year in what is a challenging time for the supported housing sector. Yet I also see this as a time of huge potential when we can build on our legacy and continue to provide great services for our clients. With our current CEO and founder retiring, this presents us with the ideal opportunity to reflect on our great work to date and plan for our future. I am very much looking forward to working with our new Chief Executive, whilst we deliver our response to these challenges and ensure our sustainability.

We are one of the largest national providers, solely delivering supported housing for people with learning disabilities, physical and sensory impairment, mental health problem and/or acquired brain injury. Founded in 2002 we have grown into a highly respected organisation with a turnover of c£12.5m and 30 staff, supporting over 1,000 tenancies in just under 400 properties, spread over the UK, including Northern Ireland and Scotland – so you will enjoy travelling! We work in partnership with local authorities and reputable care providers and charities, in finding optimum placements for clients. We believe that this collaborative approach to partnership has paid off and we have continued to grow and thereby support more people, despite the difficult economic climate and reducing local authority budgets.

You will be outward facing, acting as our ambassador, promoting our work and have exemplary interpersonal and negotiation skills and a track record of developing and maintaining highly effective relationships. You will be innovative, make sound judgements and be forward looking with a focus on long term strategic issues, yet have a strong overview of operations and able to step into the breach, if required. You will be financially astute with strong business acumen and will take calculated risks. You will have experience of supporting boards and staff going through change and transformation.

As we are expecting our first HCA, In Depth Assessment, potentially within your first 12 months in post, a good working knowledge of the sector and an understanding of governance and regulation will be essential. Other work streams will include, developing new funding, service delivery and business models and making decisions on our use of reserves, for capital acquisitions.

We are happy to consider those who are looking for their first role as a Chief Executive and recognise that you may be currently working as part of a wider organisation which also delivers general needs housing and are now looking to focus solely on supported housing and achieve greater personal autonomy.

You will find a Board that is supportive, ambitious and committed and a loyal, friendly, longstanding and empowered workforce with a strong social ethos.

Our HQ is in Kingston, Surrey and in the autumn of this year we are moving to new modern premises close to our existing office, with views of the river Thames.

If you are excited by our proposition, I urge you to talk to Yvonne Frayling at Campbell Tickell (our retained recruitment consultants) for a confidential discussion about us and the role.

Yours sincerely,

*James Sinclair Taylor*  
**Chair**

# About Us

## Who we are

Reside was formed in 2002 and is a not-for-profit registered society under the Community Benefit Societies Act 2014 with FCA registered number 29475R. Reside is a Registered Provider of Social Housing regulated by the Homes and Communities Agency under registered number 4745. Reside operates on a charitable basis where all surpluses are reinvested into its social housing activities and no distributions can be made to shareholders or members.

The Association's has adopted the National Housing Federation Model Rules 2015 and Code of Governance (2015) as their constitutional rules and chosen code of governance.

## What we do

The Association manages in excess of 1000 tenancies representing over 300 properties spread over a wide geographic area of the UK including Northern Ireland and Scotland. We work across the country, providing housing only for people with learning disabilities, physical and sensory impairment, and mental health issues and acquired brain injury.

In all its undertakings Reside aims to work in partnership with local authority social care commissioning departments (and any successor bodies) and accredited and reputable care provider organisations and charities. Reside assists all these agencies in their objective of finding optimum placements for their clients.

Reside has a history of developing new partnerships with similar agencies as well as the NHS and continually seeks to improve existing relationships with partner organisations. Reside believes this tried and tested collaborative approach is the optimum way to achieve the Association's goals as a leading Supported Housing provider.

It is through this strategy that, despite a difficult economic climate, over the past several years of reducing local authority budgets, the Association has managed to expand its property portfolio and consequently the number of tenants housed in their own home.

Reside works directly with partners to achieve its vision. Partners include disabled people, their families, local authority and health authority commissioners, and



support providers. Any or all of these partners are welcome to contact us when they are looking for housing. We occasionally formally tender for opportunities as they arise, but the large majority of our development is through more informal word of mouth and the development of existing partnerships.

We work closely together specifying, identifying and securing appropriate property, agreeing how we continue to work with the tenant and the support provider to make sure our tenants are supported in ways that meet their individual needs.

Property is primarily secured, at present, by leasing accommodation from the private sector, offering tenancies in turn, or by purchasing a suitable property ourselves. Currently purchases are funded through our own resources but we are negotiating alternative funding, including third party social investment funds, which would increase the amount we have available for buying properties.

We can also develop new build and refurbishment projects, and have used capital grant to help achieve this.

We can support families who want to invest in accommodation for their disabled relatives themselves, by managing the property on their behalf or by looking at shared ownership options we provide self-contained and shared accommodation, dispersed and on single sites. Operational delivery is managed by six departments: Accounts, Facilities, Property Services, Tenant Support, Business Development, and Corporate Services.

## **Supported Living**

Many local authorities have moved away from the provision of residential care services for people with support needs to 'supported living' options. In simple terms, supported living is an approach that is based on the belief that people have a right to decide where, how and whom they live with, and who should provide them with the support they need to do this. The fundamental principle is that people live in their own home, (shared, with a partner, or on their own) and they get the sort of care and/or support that works for them. This can look different for different people. For example, it might be:

- Living in a place that is rented through an assured or an assured shorthold tenancy; this might be a joint or an individual tenancy, in shared or self-contained accommodation.
- Living in an owned property, either outright or as shared ownership.
- They might have all their support paid for. It might be for a few hours a week or it might be 24/7
- They might have a mixture of paid-for support and informal or "natural" support from family, friends and/or community support.
- They might not have any paid-for support, but some "natural" support.
- They might have set up their home from scratch, by planning for and getting their housing and support as they have designed it.
- They might have moved into an existing service – some accommodation with support that had a vacancy.

If they live in their own home, people have the right to stay in the property for the period and to the terms stated in their tenancy, and to control entry in and out of the property (subject to the conditions in the contract) Traditionally, residential care provides a full package of housing, care and support.

A common element of supported living is the separation of housing and support. This means that as a tenant or homeowner, the person has a right to choose who provides their support and can change support arrangements without moving home or move home without changing support arrangements.

With supported living options, subject to their fairer charging procedures and the provisions of the Care Act, social services and health funding can pay for care and support that is needed. Where people can't afford to pay daily living costs themselves the welfare benefits system can help pay for these, such as food, utilities white goods and furniture.

## **Our Vision**

To be a leading provider of appropriate accommodation for adults with a disability, where the tenant is at the heart of our business.

## **Our Mission**

To enable our tenants to live with dignity and independence, in their own homes.

## **Our Values**

- Respect our tenants' rights to have choice
- Enable our tenants as individuals to lead enriched and fulfilled lives
- Support our tenants in their housing needs
- Include the needs of our tenants and our staff in everything we do
- Deliver a safe and secure environment in which our tenants flourish
- Embrace equality and diversity

In the daily delivery of our business activities and achievement of our growth expectations we will deliver a service that has our tenants at the forefront of our actions. Our aim is always to provide them and our other stakeholders with a service that achieves value for money in the broadest sense.



# Board Members

## James Sinclair Taylor, Chair of the Board of Trustees



James is a solicitor and management consultant who has worked for and with charities all his life, initially in community law centres and then as Senior Partner in the Charity and Social Business Team advising charities ranging from the large, like UNICEF, to small community based charities but with a strong focus on charities meeting social need and particularly those providing supported living and residential care.

He has been a trustee of a range of charities including currently a grant maker, a development trust, an adventure play association and an international aid charity and was appointed Protector of NESTA (formerly The National Endowment for Science Technology and the Arts) by the Secretary of State.

James lives in Dorset and is blessed with a lovely family, garden and a recalcitrant sailing dinghy.

## Peter Patton



Lives in Northamptonshire. A Welfare Officer and Benefits Advisor working with two charities and care providers serving the elderly and those with special needs. Peter has known and worked with Reside since we started in 2002 and has been a trustee since 2011.

## Carole Powell, S.I.B.M and Chair of the Remuneration and Nominations Committee



Carole lives in Chalfont St Peter, Buckinghamshire and is married with two grown up children. She is the special educational needs and disability co-ordinator (SENDCo) and a member of the senior leadership team in a large state primary school. Carole is also a qualified counsellor/psychotherapist working with children aged 4 to 11 years and serves on the Buckinghamshire educational appeals panel. Carole joined the Board in 2013.

## Stuart Stephen



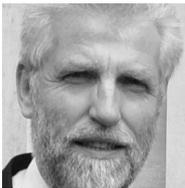
Stuart is Pensions Director at Diageo where he is responsible for managing the Diageo pension arrangements in the UK and Ireland. Stuart has had similar global roles for a number of major FTSE Companies including Barclays Bank and Lloyds Banking Group. Has presented on pension issues in North America, Europe as well as the UK and is a member of a number of consultative groups within the UK and Europe. He is, and has been, a Pension Scheme Trustee in both the UK and Ireland and has also been Secretary of a Charitable Foundation Trust. Married with 2 children (who have both left home to start their own careers) and in his spare time plays hockey for the Scottish Masters (over 60's!), runs and skis (although not both at the same time!) and enjoys travelling and going to the theatre, ballet in particular (although not an active participant in the latter!).

### Ron Morley



Ron is a retired accountant and was formerly Company Secretary for Compass Group PLC, a major international catering group. He is married with 3 grown up children, and lives in Iver Heath in Bucks. He is familiar with the sector in which Reside operates, as he has a brother who has been in Long Term Care with mental health issues.

### David Purves



David lives in Hertfordshire. After a successful career in the Public Sector in various management positions within Government Departments dealing with Welfare Benefits and Pensions, he set up his own Management, Training and Consultancy company, specialising in Project Management and Programme Management, assisting public and private sector organisations in their management of transformational change programmes. He has maintained his interest in welfare provision and related benefits and currently assists an occupation-related charity in their administration of welfare payments and support.

### Sara Livadeas



Sara is a qualified Social Worker with an MBA who has spent her whole career working to improve services for disabled and older people. She has worked as a Deputy Director at Oxfordshire County Council commissioning services for adults and children. As the Strategy Director at the Orders of St. John Care Trust she developed new care homes and set up integrated health and social care services. She is passionate about person centred care. In 2015, she ran an innovative Voting Campaign, supporting care home residents to participate in the general election, which was repeated in subsequent polls. Sara is an active member of the twitter community where she advocates for social care. In her spare time Sara is in to wine tasting, cycling and gardening.

### Stephen Bromley



Stephen joined the Board of Reside in 2017. He brings nearly 30 years of social housing experience to Reside having been providing ICT consultancy to housing providers throughout the UK since 1993. Prior to this he was the Head of Finance and part of the Senior Management Team within a medium sized housing association. Since starting the consultancy Stephen has helped nearly 200 organisations with a wide range of ICT projects including system procurement and implementation and more recently development and implementation of digital strategies. He has previously been a Board of two other developing housing associations.

**Brian Logan**



Brian is a chartered public finance accountant by profession and is now Chief Executive of one of Scotland's largest housing and care providers, specialising in services to older people. He has previously worked in both the voluntary sector and in local government.

He lives just outside Edinburgh and has been a Board member at Reside since 2017.

# Management Team

## Peter Webster, Chief Executive Officer



Founded Reside in 2001. Continues to be passionate about providing decent accommodation for people with disabilities. Also, a Director of Learning Disability England (LDE) and Chair of Special Olympics Surrey. Spare time spent sailing, being with family and constantly admonishing daughters.

## Dipak Patel, Corporate Director and Deputy Chief Executive Officer



Dipak graduated with an honours degree from the University of Kent in 1986. Following successful careers in accountancy, commercial business, network engineering and IT-contracting, Dipak joined Reside in 2003. He is married with 2 school-aged children and lives in Kingston-upon-Thames, where he dreams about one-day restoring his rare classic car.

## Steve Harris, Business Development and Operations Director



Steve has had many roles in relation to housing, care and support. He has worked in support provision, housing provision, as a Local Authority commissioner (both for housing and social care services) and in national advisory and policy roles. Steve joined Reside in 2016.

## Chaminda Karunaratne, Head of Accounts



Chaminda joined Reside in 2004 and looks after everyday affairs within the accounts department. Chaminda graduated with an honours degree in Civil Engineering, possesses a master's degree and CIMA part-qualification. He is married with two preschool aged girls and lives in Tolworth.

## Charles Titcombe, Property Manager



Charles looks after property acquisitions, capital project works and building technical investigation matters. A registered architect, he has almost 40 years' experience in design and construction related matters.

**Joanna Arnold, Facilities & Support Manager**



Joanna has been with Reside since 2004, starting off in the accounts department and now heading up the successful maintenance and facilities department. Joanna has put in place processes to ensure our tenants receive a prompt, friendly and competent service.

**Val Lord, Tenant Support Manager**



Valerie worked overseas until 2010 when she returned to the UK and worked in 'Welfare to Work' before joining Reside in 2012. As the Tenant Support Manager part of her role is to meet with new tenants to explain their tenancy and support them with their application to Housing Benefit. Val is assisted by the Tenant Support Team.

# Role Profile

|   |  |   |
|---|--|---|
| <b>Role title:</b>  | Chief Executive Officer  |   |
| <b>Reports to:</b>  | The Board of Directors, via the Chair  |   |
| <b>Direct Reports:</b>  | Company Secretary, Finance Director, Director of Operations & Business Development |   |
| <b>Job purpose:</b>   |  |   |
| Responsible to the Board for the overall strategic direction and leadership of RHA and its effective financial and operational performance. Working within agreed values and strategy to deliver high quality housing and care services and inspiring and empowering staff to deliver service excellence. Ensure compliance with statutory and regulatory requirements within a robust framework of good governance.  |  |   |
| <b>Key external relationships:</b>  |  | <b>Key internal relationships:</b>  |
| Local Authorities (officers and members)<br>Charities Commission, Homes & Communities Agency; Health providers, funders; commissioners; professional advisors; and contractor representatives.  |  | The Board, its committees, all staff; and residents/their families, representatives and/or advocates. |
| <b>Key responsibilities:</b>  |  |   |
| <b>Leading the business:</b>  |  |   |
| <ol style="list-style-type: none"> <li>1. Support the Board in the development of long term strategies and the direction of travel for RHA ensuring the delivery of the mission, vision and values and that strategic business plans are viable; aligned to the values and ethos of RHA and are regularly and robustly reviewed.</li> <li>2. Provide vision and visible leadership to ensure modern, high quality, responsive and highly customer focused services that are relevant to the individual, the wider community and improve the lives of people supported, enabling them to live as independent a life as possible.</li> <li>3. As chief spokesperson and ambassador, develop effective external networks and partnerships that will add value to the business, address issues of relevance to RHA, influence sector debate and thinking and legislative and regulatory policies. Lead on the promotion of RHA as a leading provider of excellent housing, support and care for people with disabilities.</li> <li>4. Deliver financial stability and growth and take lead responsibility for fundraising and income maximisation.</li> <li>5. Create and embed a culture of exemplary levels of customer care and professionalism and the empowerment of staff.</li> <li>6. Lead on equality and diversity and create an environment where diversity is valued.</li> </ol> |  |   |

7. Ensure the organisation has necessary policies in place, alongside a schedule for the review of policies particular in (but not limited to) key business areas such as: health & safety; care & support; equality & diversity; data protection; employment etc.

#### **Governance:**

8. Working collaboratively with the Chair, the Board and its committees to effectively fulfil its governance functions and in the delivery of sound governance, ensuring compliance with RHA rules; scheme of delegation, agreed code of governance and regulatory standards.
9. Be proactive in providing the Board with the information that they need to make informed and timely decisions about compliance; managing risk; and the future direction of RHA and be open and timely in alerting the Board to matters that present a risk or material concern to the business, its reputation and viability.
10. Engage and support the Board in the formulation of strategies, policies and business plans and with the Chair focusses the Boards attention on long term and strategic issues.

#### **Leading people:**

11. Work within the vision of RHA, putting plans in place that cascade through the business and that are aligned to RHA's values and ethos, with systems in place for the recruitment, performance management, development and appraisal of staff.
12. Lead by example, adopting a coaching leadership style and a culture of professionalism which empowers and develops staff and volunteers to fulfil their potential and motivates and supports the delivery of high levels of customer care and performance, creativity and calculated risk taking. Addresses appropriately, poor performance and inappropriate behaviours
13. Champion a culture of learning and accountability so that staff are enthusiastic about their contributions and can see their impact and value.
14. Adopt inclusive arrangements so staff are fully involved and engaged in RHAs work and can influence plans.
15. Ensure positive and productive relationships between staff and the Board.
16. Ensure that the organisation has the necessary financial, human, IT, office and other resources required to deliver the Board's approved business plan.
17. Take lead responsibility for seeking professional/legal advice on HR where necessary.

#### **Operational performance:**

18. Responsible for the day to day operations in accordance with the Scheme of Delegation.
19. Lead with a strong commitment to customer excellence, well-being, safety and best practice when considering the design and delivery of services to residents.
20. Ensure robust systems are in place for the collection, monitoring and scrutiny of financial and performance information, in line with the requirements of funders and regulators with regular, timely and appropriate reporting to Board.
21. Ensure that value for money and efficiency are demonstrated in all aspects of service and project/programme delivery.
22. Promote meaningful engagement with residents and/or their representatives, ensuring their

voice is heard and fed into service development and improvement.

23. Establish high standards for housing management and property services with appropriate arrangements in place for awarding and managing contracts.
24. Ensure that new development and growth opportunities (both capital spend and service expansion) are identified, investigated and reported to the Board, and delivered in line with strategic plans.
25. Ensure that performance is appropriately benchmarked to ensure continuous improvement.

#### **Compliance & control:**

26. Ensure audit, regulatory and legislative compliance, so that decisions are taken at all levels within a robust risk assessment framework and assures the filing of all legal and regulatory documents and monitors compliance with relevant laws and legislation.
27. Oversees the fiscal activities including financial planning, reporting and audit to ensure financial viability and sustainability.
28. Ensure an appropriate control and assurance framework is in place to meet statutory, regulatory and financial requirements in order to manage risks to the business.
29. Support the Board in the setting of high standards of probity and develop an open and honest culture in line with the values of RHA.

**No leadership job description can cover every issue which may arise and the post holder is expected to be sufficiently flexible to carry out other duties as required from time to time.**

# Person Specification

## Experience:

- A senior track record in managing supported housing for people with a disability or a similar client group.
- Proven experience of working with a Board at a senior level.
- Experience of successfully leading and managing people, developing successful, cohesive and high performing teams.
- Proven track record of delivering complex change management programmes, projects and initiatives.
- Experience of financial management at a strategic level, including financial planning, the management of budgets and interpretation of complex financial information, bringing business acumen to the role.
- Experience of delivering sustained growth, income maximisation and/or fundraising.
- A track record of successfully delivering continuous improvement in service delivery with high levels of customer satisfaction, ideally with disabled people or a related client group.
- Experience of procurement and contract management
- Experience of dealing with the media
- Experience of merger, acquisitions or stock transfer

## Skills and abilities

- Highly strategic with strong intellect with the ability to think long term, horizon scan and plan for the future, taking into account external factors that will influence RHA's future and make the linkages between the different aspects of the business and the external market. Able to translate strategy into short, medium and long-term plans.
- Strives to identify and implement new ways of working, improving service standards, efficiency and value for money.
- Acts with integrity, is accountable and actively promotes and supports the values of RHA.
- A motivational leader, who coaches and inspires service excellence.
- A high level of interpersonal, communication, influencing, negotiating and political skills.
- Able to work intuitively with a wide range of people and stakeholders securing buy-in, maintaining effective partnerships and stakeholder relationships.
- Ability to identify, explore and initiate new business opportunities whilst demonstrating commercial acumen, particularly in decision making and negotiation.
- Highly numerate, able to gather, analyse, utilise and assimilate information.
- Able to prepare and present clear, concise written reports for Boards, funders and regulators.
- Able to work flexibly and proactively.
- Able to assess risk and promote risk awareness without being risk averse.

### **Knowledge**

- An understanding of regulatory and policy issues which impact on housing, care and support providers.
- Knowledge of the management and provision of services for the elderly, disabled or disadvantaged either under contract to statutory agencies or as a third sector provider.
- Knowledge of business planning, probity, governance and risk assessment.
- Knowledge of or ability to quickly gain an understanding of the factors influencing RHAs operations.

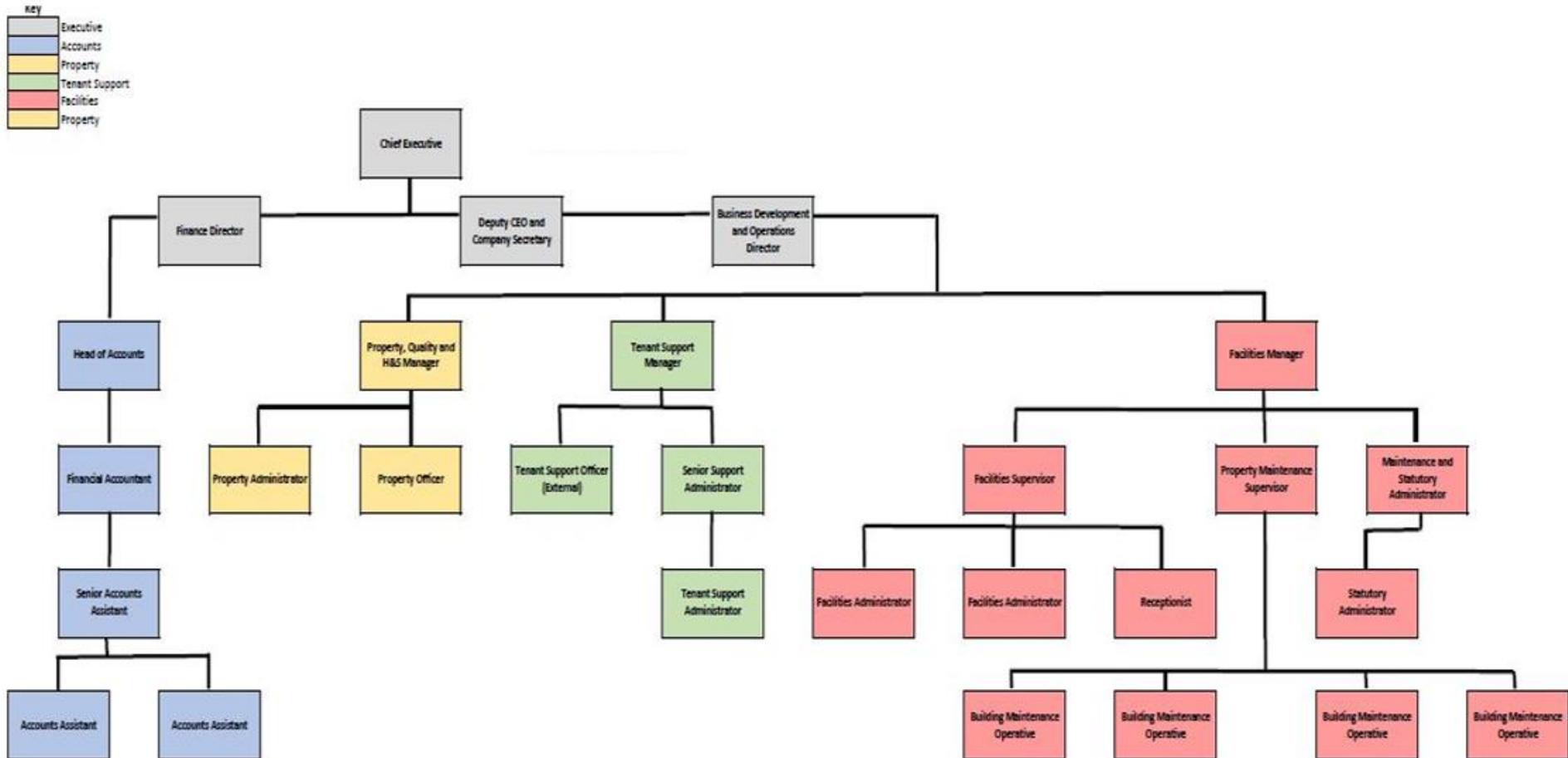
### **Personal attributes:**

- Possesses the authority, presence and integrity to command the respect of the Board staff, partners and residents.
- A self-starter, with a positive outlook and who is adaptable to change, able to work on own initiative, exercise good judgement and be resilient in handling the pressure of the role and in meeting targets and deadlines.
- Proactively demonstrates a strong commitment to equality and diversity and professionalism;
- Champions the rights of residents to access quality homes and services.
- Able to make sound judgements, developing creative solutions to complex problems and issues. Confident in own knowledge, able to give advice to others and be accountable for that advice.
- IT literate and willing to champion the optimisation of the use of IT and other new technology.
- Willingness to work flexibly given the seniority of role.

### **Qualifications and other role requirements:**

- Degree level education or equivalent through relevant education or training. A Social Care or Housing Qualification would be desirable.
- Appropriate Management Qualification
- Required to travel throughout the UK

# Organisational Structure



# Principal Terms and Conditions

## Positions:

Chief Executive Officer

## Salary and Benefits:

Up to £100k, plus benefits

- Health Insurance is provided by Axa PPP – following successful completion of the probationary period.
- A car allowance is payable of £3k (taxable) per annum plus 45 pence per mile for the first 10,000 miles and 25 pence thereafter. A company car can be provided – details can be provided on request.
- A small annual bonus may be awarded each year, at the discretion of the Board -this is not guaranteed and is related to the success of the organisation.
- Up to a 10% matched contributory pension provided by Aegeon/Scottish Equitable – following the successful completion of the probationary period.

## Annual Leave:

The paid annual holiday entitlement is 25 days per annum plus statutory holidays.

## Hours of Work:

The role has an indicative working week of 37 hours per week; however, you will be expected to work such hours as shall be necessary to discharge your duties efficiently and conscientiously.

## Notice:

You will be required to give 6 months' notice, if you terminate your employment (or if your employment is terminated) during the probationary period. The notice period will be one month by either party.

## Location:

Your normal place of work will be at 33 Old London Rd, Kingston upon Thames, KT2 6ND. Please note that our new HQ will be in Hampton Wick from Autumn 2017.

Given the seniority of the role, travel across our operating area and occasional national travel is also expected.

# Key Dates and Selection Process

## Closing date:

**Monday 14 August 2017 at 9am**

## First interviews:

**Wednesday 23 August 2017**

Longlisted candidates will be interviewed by a Campbell Tickell panel. On the same day, there will be an opportunity to meet with the Chair (TBC) and the current Chief Executive for a separate discussion.

The interviews will take place at Campbell Tickell's offices in Wembley.

## Testing and Information Gathering:

**Between Thursday 24 and Wednesday 30 August 2017**

Shortlisted candidates will be asked to complete an on-line psychometric test to explore leadership style.

## Final interviews:

**Tuesday 5 September or Wednesday 6 September 2017 (TBC)**

The details of the final interview process will be agreed nearer the time. However, candidates will be asked to give a presentation, which will be delivered at the start of the final interview to the selection panel.

# Supplementary Information

The following can be downloaded from [www.campbelltickell.com/jobs](http://www.campbelltickell.com/jobs):

- Business Plan 2017 – 2022

To find out more please visit the Reside Housing Association website:

<http://www.residehousing.com/>

# Media Advertisement



## Chief Executive Officer

Up to £100k, plus benefits/ Surrey

We are one of the largest national providers, solely delivering supported housing for people with disabilities, particularly those with a learning disability, mental health problems and/or acquired brain injury. Our current Chief Executive and founder is retiring and we are now looking for a successor to lead us on the next step of our journey, building on his remarkable legacy. We believe that the organisation has huge potential and despite the current challenging environment, we are continuing to grow; building our strategic partnerships and exploring new service models. You may be looking for your first role as a Chief Executive, where you can concentrate on your passion for supported

housing and care, which is fine with us. You will, however, have exemplary interpersonal skills, which will come into their own in the partnership arena and a solid knowledge of the sector and its business models. An understanding of governance and regulation will be imperative. You will be also be innovative, make sound judgements and be forward looking with a focus on long term strategic issues, yet have a strong overview of operations. You will be financially astute with strong business acumen, take calculated risks and have experience of supporting boards and staff going through change and transformation. You will find a Board that is supportive, ambitious and committed and a loyal, friendly,

longstanding and empowered workforce with a strong social ethos.

If you share our passion and vision and have the skills and experience that we are looking for, we would love to hear from you.

For an informal discussion and further information about Reside HA and the role please contact Yvonne Frayling at Campbell Tickell on 07539 373 827 or 020 3434 0990. You can download the candidate pack from [www.campbelltickell.com/jobs](http://www.campbelltickell.com/jobs)  
Closing Date: Monday 14 August 2017 at 9am.





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