

ct OPPORTUNITIES BULLETIN

PERMANENT, INTERIM AND NON EXECUTIVE VACANCIES 16 December 2024 **No.788**



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Assistant Director of Planned Maintenance & Asset Management

up to £111,377k

Assistant Director of Repairs & Maintenance Services

up to £111,377k

Hackney | London

A fairer, safer, and more sustainable Hackney

These roles are set to make a huge impact at one of the most exciting, diverse, and dynamic Boroughs in the Capital. The Mayor and the Cabinet lead for housing see the provision of high-quality and affordable housing as central to the Boroughs commitment to sustainability, thriving communities and local economic success for all.

These roles will suit grounded, engaged, and authentic leaders who want to make their mark, through the tangible impact they can have on people's lives and life chances.

We seek people who care about what they do and how they do it. With a background in social housing or a related sector, you will need to provide assurance on being able to work at scale, as well as having technical insight in the relevant area for each role. But these posts are largely about

leadership. Your style will be inspiring to your teams, and they will see you placing a high premium upon performance and the customer experience, as well as supporting a positive working culture.

There is significant support to ensure success, in an environment where expectations for the housing portfolio are both ambitious and realistic. Hackney is an aspirational and creative place. If that appeals to you, you should find out more.

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

Email **Isabella Ajilore**, at **Campbell Tickell**, to book in a call for further discussion:

isabella.ajilore@campbelltickell.com
07572 166 417

Closes | Tuesday 7th January 2025 | 9am



Trustee & Trustee Designate x2

North London | Unremunerated

Join 500 years of History

THE FINCHLEY CHARITIES is both an almshouse charity and a registered provider, and has been serving people in the London Borough of Barnet since 1488. With roots in the area as deep as ours, you won't be surprised to hear that we care very deeply about the local area and the people in our community. Through our 174 purpose-built homes providing high quality housing for older people, and our grants programme and allotments, we feel that we have the resources and drive to make a real difference to the community we serve.

Despite our deep roots and long history, we consider ourselves forward-looking and a future-focused charity responsive to the changing needs of the older people in the area, and we know that the housing for

older residents we provide is as needed today as it has ever been.

We are looking for well-rounded new Trustee colleagues to join our board. You will share our passion for local delivery and meaningful resident engagement, and for excellence in governance. We seek:

Trustee: We are particularly interested in hearing from those with senior experience in asset and property management gained in the housing sector.

Trustee Designate (x2): We would like to hear from those bringing either senior finance or community development experience, and we are open to your sector background.

We are open to this being your first board position and we offer support for new Trustees. We would especially like to hear from you if you have a connection to the Borough of Barnet, but we also welcome interest from those outside the area.

Isabella Ajilore at Campbell Tickell is available for an informal discussion. You can try her on 07572 166 417 or for a booked call, email isabella.ajilore@campbelltickell.com.

A job pack is available at www.campbelltickell.com/jobs Closes Tuesday 21st January at 9am



More than housing since 1488

CAMPBELL
TICKELL



SENIOR CONSULTANT – CARE & SUPPORT



£65k-75k (subject to experience), potential bonus up to 15% and benefits
Central London/hybrid

It's an exciting time to join Campbell Tickell. A management and recruitment consultancy focusing mainly on public and non-profit sectors, our supported housing, care and health work is a key component of our services. This is a new role - demand for our services supporting councils, care and health commissioners and providers has been growing and we need to expand our in-house capacity.

Our work includes housing, homelessness strategies, supported housing and care needs assessments, service evaluations, support with housing developments for people with learning disabilities and/or autism and other needs, older persons housing reviews, and developing accommodation pathways. You will work alongside colleagues to deliver consultancy projects, lead projects of your own, as well as networking and contributing to CT's continuing growth.

A strong understanding of strategic working in a council, social care or health commissioning setting, will be important. A social care background would be especially welcome.

Please see

www.campbelltickell.com/jobs.

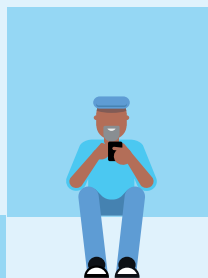
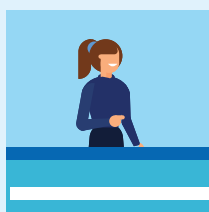
For an informal discussion, contact **Sewa Adebayo** on 07508 997 839 or **Gemma Prescott** on 07904 497016.

Closes 9am Thursday 2nd January 2025. First interviews w/c 6 January. Final interviews 17th January 2025.

Reimagining | Resilience | Recovery

www.campbelltickell.com/jobs/

CAMPBELL
TICKELL



SENIOR CONSULTANT

GOVERNANCE & REGULATION (TWO POSTS)

£65k-75k (subject to experience), potential bonus up to 15% and benefits - Central London/hybrid

It's an exciting time to join Campbell Tickell. A management and recruitment consultancy focusing mainly on public and non-profit sectors, our organisation has been growing consistently throughout its life, and our work on governance and regulation has always been core to the services we offer.

Our work includes reviews of governance, board effectiveness work, regulatory compliance, documentation, and other areas. In the area of social housing, we have also consistently supported clients to respond to regulatory issues arising, often with a wider package of support. And behind

that, we have also written a number of governance codes and other guidance for trade bodies and regulators.

We are now seeking two Senior Consultants to join our practice. These are new roles, as recent changes to the requirements of housing regulation and the growth of our governance work in the non-housing space (with regulators, charities and sports bodies) have created opportunities for our talented team. You will work alongside colleagues to deliver consultancy projects, lead projects of your own, as well as networking and contributing to CT's continuing growth.

Please see www.campbelltickell.com/jobs.

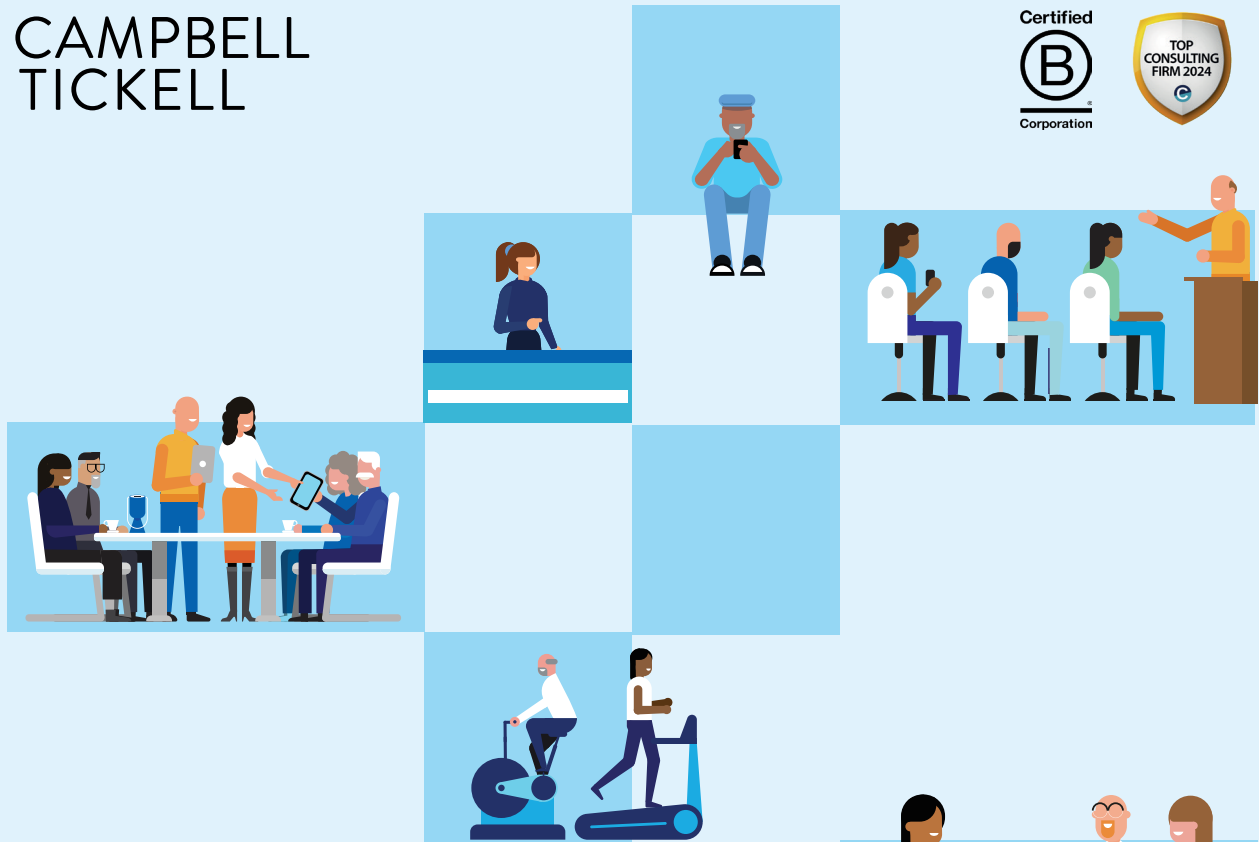
For an informal discussion, contact **Gemma Prescott** on **07904 497016**.

Closing
Monday 13th January 2025 at 9am.

First interviews
w/c 20th January 2025.

Final interviews
w/c 27th January 2025.

CAMPBELL TICKELL



RECRUITMENT CONSULTANT



£45k-£55k pa plus potential bonus to 10% | London/ Hybrid

Campbell Tickell is a management and recruitment consultancy operating across the country, with a focus on housing, social care, sports and leisure, and charities. Our busy recruitment team is expanding in 2025, and we are seeking a new Recruitment Consultant to join us at this exciting time of growth.

Working with a broad spectrum of client organisations across sectors including social housing, charities, and local authorities, this is an opportunity to lead end-to-end on important recruitment projects for

our clients across executive and non-executive roles, delivering robust recruitment processes, and providing expert guidance and honest advice.

If you are interested in developing your recruitment career in a strongly values-led organisation with a strong reputation and a commitment to supporting the social value our clients add to society, we'd love to hear from you. You may have a background in either consultancy or in house recruitment but your integrity and ability to build strong relationships quickly will be key.

For an informal discussion please speak to **Gemma Prescott:** gemma@campbelltickell.com or **07904 497 016**. To make an application, or download a recruitment pack, visit:

www.campbelltickell.com/jobs

Closing: Thursday 16th January 2025 at 9am.

Interviews:
TBC

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www.campbelltickell.com/jobs/

URGENT INTERIM

Interim Human Resources Specialist

Industry: Charity

Location: York

Duration: 6 Months FTC

Salary: £65,000 - £72,000 Pro Rata

Onsite Presence: 2 days per week (Flexible)

Start Date: Ideally January 2025

Closing Date: Monday 23rd December 2024

Campbell Tickell are working with a charity based in York who are seeking an Interim Human Resources Specialist to join their team.

We are seeking a Human Resources Specialist to join a dynamic team and play a pivotal role in transforming the HR function. Reporting to the Chief Executive Officer, you will tackle ongoing employee relations (ER) challenges, introduce and implement comprehensive HR policies and processes, and drive positive cultural change across the organization.

Key responsibilities but are not limited to:

- **Manage Complex ER Issues:** Lead the resolution of intricate employee relations matters with a focus on fairness, compliance, and best practice.
- **Develop Robust HR Policies:** Establish and roll out fundamental HR policies and processes tailored to support the organisation's needs.
- **Embed Policies Culturally:** Work to ensure that updated policies and procedures are not only implemented but also culturally aligned and embraced by the organisation.
- **Support Positive Culture Change:** Collaborate with the wider team to guide and empower them in fostering a positive and inclusive workplace culture.
- **Drive Best Practice:** Evaluate existing HR policies and processes, identify gaps, and implement solutions to improve organisational effectiveness and employee satisfaction.

Essential Requirements, Qualifications & Experience:

- A proven track record in managing complex ER issues and developing effective HR policies.
- Experience in transforming outdated HR processes into practical, culturally aligned frameworks.
- Strong interpersonal and communication skills, with the ability to influence stakeholders at all levels.
- A strategic mindset combined with the ability to roll up your sleeves and deliver results.
- A passion for fostering a positive workplace culture through impactful HR practices.
- CIPD Level 5 or 7 Qualified.

How to Apply:

If you're ready to take on a challenging and rewarding role where you can make a real difference, we would like to hear from you! Please apply and send your CV to Isha.Gill@campbelltickell.com quoting Interim HR Specialist in the subject line and apply by Monday 23rd December 2024 at midday.

<h2 style="margin: 0;">Executive coming soon</h2>		
<p>Community-based housing provider Wales</p> <p>3 x Director roles Salary: TBC</p>		
<p>Our client is a well-respected, vibrant, and dynamic organisation, known for delivering quality homes and services and delivering social value across the communities they serve.</p> <p>As part of a new executive structure, they are looking to appoint 3 new Directors to join their team to share in the delivery of their new strategy from 2025:</p> <ul style="list-style-type: none"> ○ Director of Assets, Decarbonisation and Growth ○ Director of Housing and Communities ○ Director of Organisational Development and Business Improvement <p>These Director roles will suit people who are comfortable with challenging the status quo and thinking and working innovatively.</p> <p>The CEO welcomes both experienced and step-up candidates for all 3 roles with different perspectives and life experiences. It is an engaging and collective leadership environment where all voices are heard, and challenge is welcomed.</p> <p>So, if this kind of challenge appeals to you, do contact us to find out more.</p>		
<p>Director of Assets, Decarbonisation and Growth</p> <p>We are seeking a senior leader to drive the development, management, and sustainability of the housing portfolio.</p> <p>This is an exciting opportunity for someone passionate about delivering decarbonisation, improving asset management, and shaping future growth through new housing development.</p> <p>You will be willing to take on difficult decisions for the right outcomes, combine visionary thinking with practical delivery, and be experienced in leading asset strategies, overseeing major housing initiatives, and achieving meaningful customer outcomes while driving value for money.</p>	<p>Director of Housing and Communities</p> <p>We are keen to attract a dynamic and experienced senior leader to shape the future of housing, communities, and sustainability within the organisation.</p> <p>You will be customer-focused yet forward-thinking, passionate about tenant and community wellbeing, building partnerships, and driving initiatives.</p> <p>You're an inspiring leader capable of balancing strategic vision with operational delivery, ensuring excellence and adaptability across all services.</p>	<p>Director of Organisational Development and Business Improvement</p> <p>We are seeking a senior leader who is innovative, visible, and driven to deliver organisational development initiatives.</p> <p>You will be strategic yet hands-on, inclusive and measured, robust and flexible, who thrives in managing complex change while embedding a culture of supportive continuous improvement.</p> <p>You're an exceptional leader who can inspire, learn and deliver impactful solutions, with experience in driving cultural transformation, leading organisational performance, and implementing strategic initiatives.</p>
<p>Drop us an email at Recruitment@campbelltickell.com to register early interest and we will send you further information in due course.</p> <p>The roles go live in January.</p>		

NON-EXECUTIVE COMING SOON

Audit Committee Chair - £8,125 pa

Audit Committee Co-optee - £3,500 pa

Board Member - £5,925 pa

North West

We are supporting a profit for purpose housing association in the North west which manages a portfolio of over 5,000 homes with recruitment to three key Board and Committee roles.

This is an organisation with a committed Board that values challenge and lively debate and you will be ready to engage with that culture, bringing the breadth and depth of your experience to the conversation around the Board / Committee table.

For these roles we are seeking:

- **Board member.** An experienced senior professional with a track record of leading on property repairs and maintenance and asset management within the housing sector. While Board experience is not essential, an understanding of the good governance role of the Board will be important.
- **Audit Committee Chair.** We seek an individual with solid Board experience who brings a strong understanding of strategic risk, and who is well versed in the principles of good governance. You do not need to be an accountant, although financial literacy is essential, and we are happy to hear from candidates who bring professional experience from outside the housing sector.
- **Audit Committee Co-optee.** For this role we are seeking a qualified accountant who wishes to contribute at Committee level, without the commitment of being a full Board member. We seek experience in a senior finance role but are open to the sector in which it was gained and are happy for this to be your first non-executive role.

To register your interest please email isabella.ajilore@campbelltickell.com (you can include your CV if you wish), and we will be in touch with further information when the role goes live.

Live date: January 2025

Befriend a refugee in London, Manchester or Newcastle

Can you spare a few hours a week?

To explore the city together, show your friend new places, share activities and help them practise their English?

Who knows, you may make a new best friend!



It doesn't feel like volunteering, it just feels like having a mate.

JORDAN, on befriending Abdul.

It's been really rewarding and meaningful. I've learned more than I imagined.

SIAN, on befriending Khalid.



To sign up or find out more:

Visit: www.hostnation.org.uk

Email: info@hostnation.org.uk

With over 1,000 matches, we're turning *strangers into friends* across the UK.

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[READ MORE](#)



ct BRIEF

Keep up with the experts

Issue 75 | December 2024

As Campbell Tickell celebrates its 25th anniversary, this issue focuses on improving business practices, recruiting top talent, addressing risks like fraud, and enhancing financial planning, and so much more!

Read the latest issue now!

SCAN ME

