

ct OPPORTUNITIES BULLETIN

PERMANENT, INTERIM AND NON EXECUTIVE VACANCIES

20 January 2025 **No.792**



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heylo | CAMPBELL
TICKELL

General Counsel & Director of Governance

£ Highly competitive | Leeds or London

Launched in 2014, heylo's long-dated horizon funding model has created one of the largest home ownership programmes in the UK. With over 10,000 Shared Ownership properties and offering a number of different routes to make home ownership possible, we operate across 250 Local authorities allowing us to offer housing opportunities across the breadth of England.

Our mission is to provide the highest standards of service for our continually growing pool of new house buyers and we are ambitious with objectives to make housing across the UK more affordable and accessible for aspiring homeowners.

We seek a new General Counsel & Director of Governance to join our executive team and lead on legal and regulatory compliance across our business. A qualified lawyer, you will bring a strong track record of post-qualification experience

including relevant senior experience in governance. While we operate in the social housing sector and we expect that your experience will have been gained in that space, we are also open to candidates from other regulated sectors, in particular banking and financial services, who can demonstrate an ability to transfer their expertise to our business.

We are a small but fast moving and dynamic team leading a rapidly growing organisation. If you have

an entrepreneurial spirit and an eagerness to contribute at the highest level to an organisation delivering on an ambitious social mission, then we'd love to hear from you.

Contact **Kelly Shaw** at kelly.shaw@campbelltickell.com to arrange a conversation.

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

Closing date | Wednesday 5th February 2025 at 9am

Audit Committee Chair - £8,215 pa

Audit Committee Co-optee - £3,500 pa

Board Member - £5,925 pa

North west (Cheshire)



We are a profit for purpose housing association making a significant impact in the communities we serve, managing over 5,000 homes, across Cheshire and the High Peak area. We have a good track record of delivering new developments, expanding the supply of much needed social housing in our region, and for investing in our existing homes, with continued safety and improved energy efficiency being ongoing high priorities.

At Peaks & Plains, we are proud of the work we do and feel close to the communities we serve, but we know there is always more to do. With an ambition to deliver more for our customers, we are excited to recruit three motivated and passionate new Board and Audit Committee colleagues to join us to help us deliver on that ambition.

We are 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 how we move forward as a business.

For these roles we are seeking:

- **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. The Committee Chair will also be a full Board member.
- **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.
- **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 role of the Board and of good governance will be important.

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

For further discussion please contact: **Isabella Ajilore**
isabella.ajilore@campbelltickell.com | **07572 166 417**

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Closes | Wednesday 5th February 2025 | 9am



CAMPBELL
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Non-Executive Director Opportunities at Oxford Direct Services (ODS)

Oxford | £16,400 pa

Oxford Direct Services (ODS) is seeking to appoint three Non-Executive Directors to its Board as part of its succession planning strategy.

We are a well-established organisation providing cost-effective commercial and public sector facilities management services across the Thames Valley on behalf of our shareholder, Oxford City Council. Our business model is rooted in thinking and acting commercially to deliver social value across the city. To support this, we are looking for individuals with leadership qualities who can successfully navigate this dual focus.

We value strong business acumen, a commitment to excellence in governance, and personal integrity that inspires confidence. Your ability to lead and collaborate effectively will be highly regarded.

ODS has been performing well and is now poised to deliver an ambitious growth strategy. With a strong commercial portfolio and exciting plans for expansion across the region, this is an excellent time to join us!

We are seeking:

- Chair of the Audit & Risk Committee – A qualified accountant bringing strong governance, audit, risk management and commercial experience.
- Commercial Growth Specialist – A business development leader with a track record of driving significant business growth and scaling operations.
- Commercial Operations Professional – An experienced leader from industries similar to ours, particularly highways & engineering, property repairs & maintenance, construction, or commercial waste.

These roles offer an exciting opportunity to shape the future of a dynamic and growing organisation that combines a strong public service ethos with a commercial drive.

For further information you can visit <https://jobs.campbelltickell.com/ods> or contact, **Kelly Shaw** at **Campbell Tickell** kelly.shaw@campbelltickell.com to book a time for a detailed conversation.

Closing date | Friday 31st 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.

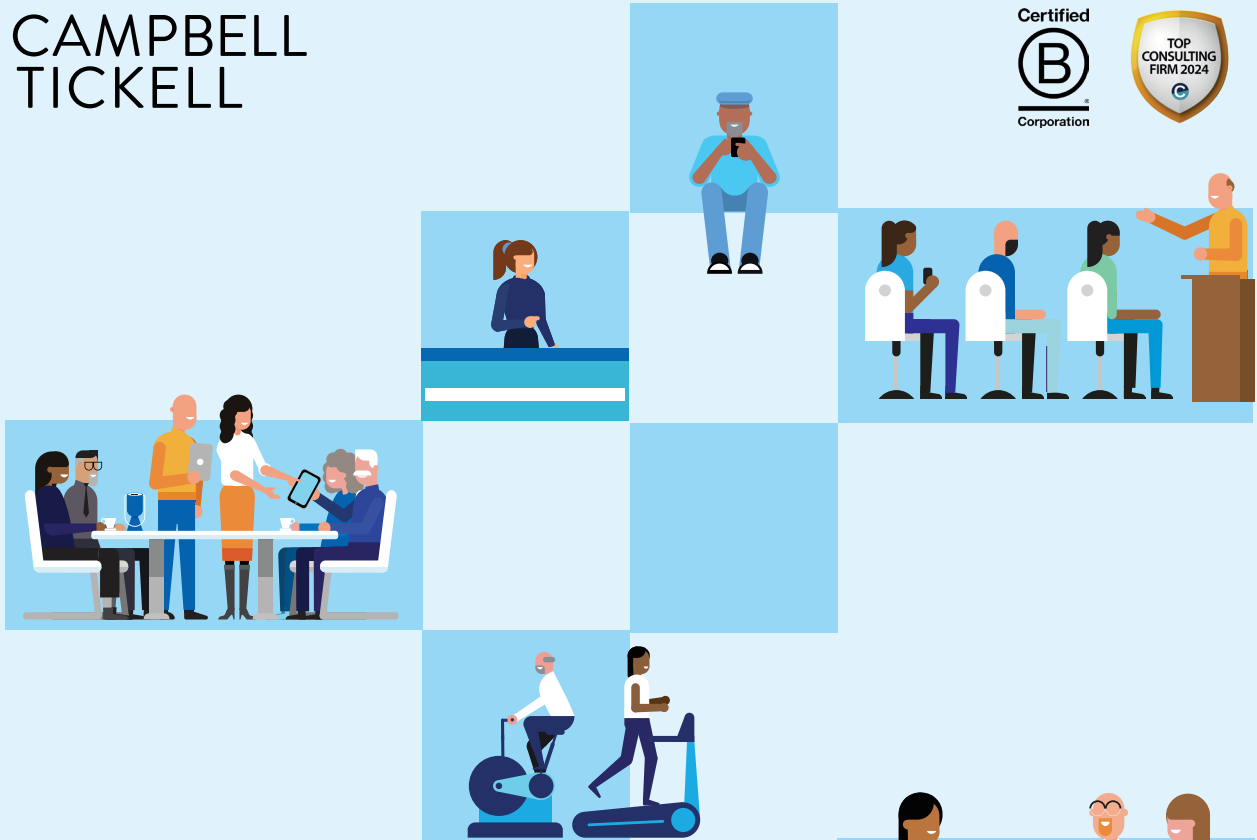
Isabella Ajilore at Campbell Tickell is available for an informal discussion. You can try her on 07572 166 417 or for a booked call, email isabella.ajilore@campbelltickell.com.

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



More than housing since 1488

CAMPBELL TICKELL



FINANCE SUPPORT OFFICER



£27k - £29k (subject to experience), potential bonus up to 10% and benefits
Central 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. Following an internal promotion, our busy consultancy needs a new well-organised Finance Support Officer who enjoys multi-tasking, having responsibility, using their initiative and making an impact.

The quality of our central services team at Campbell Tickell is a fundamental part of our ability to operate smoothly and deliver on our reputation for high quality consultancy and recruitment to our clients. Our Finance Support Officer

is responsible for a range of tasks including providing administration support to the finance team, delivering accurate financial records to meet set deadlines, updating and maintaining the purchase ledger and credit control function for the organisation, supporting the Finance Business Partner and Finance Officer and ensuring we have accurate information in place for regular reporting. This is a busy, fast-paced and challenging role and will suit you if you enjoy multi-tasking, using your initiative, being proactive whilst making an impact.

This is a friendly place to work where we put a high premium on being supportive, caring about work and rewarding success.

Please see

www.campbelltickell.com/jobs.

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

Closing: Friday 31st January 2025 at 9am

First interviews: w/c Monday 3rd February 2025

Final interviews: w/c Monday 10th February 2025

EXECUTIVE COMING SOON

Director Opportunities

£Competitive / North Yorkshire

Our client is a thriving housing association rooted in the stunning landscapes of North Yorkshire and now seeks to appoint two dynamic Directors to help drive forward the next phase of their journey.

For over 30 years, they have tackled the unique housing needs of the region, creating over 7,000 affordable homes while leading the way in decarbonisation, energy efficiency, and sustainable living.

They have a five-year development programme which aims to deliver 1,000 new homes, and the new Development and Investment Director will lead this ambitious programme whilst also forging vital partnerships and relationships on regional and national stages to shape the rural housing agenda and their work to sustain rural communities.

For the new Resources Director, the focus will be in driving financial strategy, sustainability, treasury, and investment. The role will inspire teams with a collaborative, forward-thinking approach and champion the vision of creating homes that are truly affordable to live in.

The organisation offers a welcoming culture with strong values and are passionate about delivering homes and services that make a difference.

If you wish to step into a leadership role that offers purpose, challenge, and an opportunity to shape the future of affordable rural housing, then please register your interest early and email kelly.shaw@campbelltickell.com.

Live January/February 2025

We deliver far more than simply filling a vacancy.



Executive coming soon

Leadership Opportunities | Wales

Join Us to Shape the Future of People, Communities, Finance and Governance

Are you ready to take your leadership skills to the next level and help shape the future of a progressive organisation? We are a forward-thinking housing organisation with a vision to create better lives and stronger communities. To support our mission, we are seeking exceptional individuals to join our senior leadership team in the following key roles:

Group Director of People & Insights (c.£110K)

Drive the delivery of impactful insights and innovative strategies to enable smarter, data-informed decision-making across the organisation. In this pivotal role, you will foster a culture of collaboration, champion a unified approach to working, and embed data and insights into every aspect of our operations. A strong foundation in customer experience or engagement is essential, as it will enable you to help inform and develop customer insight strategies that deliver the highest possible levels of customer satisfaction.

Your ability to listen effectively, engage meaningfully, and leverage insights will be at the heart of driving positive change. This opportunity will appeal to a strategic thinker with a genuine passion for people and data, committed to creating the right culture, systems, and processes to achieve success.

Director of Communities (c.£110K)

Make a lasting difference in the lives of our tenants by leading our approach to creating happy, secure and engaged communities. You'll focus on building strong relationships, empowering tenants, and driving positive change across our housing and support services. This role is ideal for an inspiring leader with a broad understanding of sectors that drive social impact, such as housing, community engagement, and related areas, and a passion for creating positive and lasting change in society.

Assistant Director of Finance (c.£80K)

As a qualified accountant, you will lead and inspire the development and implementation of high-quality finance strategies and systems across our complex group organisation, which includes multiple subsidiaries and operates under significant regulatory oversight. This is an exciting opportunity to shape the financial sustainability of the organisation and play a pivotal role in driving its long-term success. We are seeking a visionary financial leader with extensive experience in developing high-level budgets, formulating forward-thinking business strategies, and translating them into actionable plans that deliver meaningful impact.

Head of Governance (c.£60K)

Ensuring the highest standards of governance, you'll play a critical role in supporting the group and subsidiary boards, ensuring accountability and transparency across their legal, constitutional and regulatory responsibilities. If you're detail-oriented and committed to robust governance, then this is a role where you can make a real impact.

We are an organisation that is committed to fostering an inclusive and innovative workplace where everyone can thrive. By joining our team, you'll have the opportunity to make a meaningful impact while developing your career in a supportive and collaborative environment.

If you wish to help us create better lives and stronger communities, then please register your interest early and email kelly.shaw@campbelltickell.com.

Live: January 2025

Executive coming soon		
Community-based housing provider Wales		
3 x Director roles Salary: TBC		
<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>		

EXECUTIVE COMING SOON

Head of Housing

Competitive package (salary and bonus) / London/multi-regional presence

An exciting new opportunity for this well-established and reputable for-profit housing provider. As the first person in this recently designed post, you get to shape this role. So, it will suit a self-starter, someone with energy who likes to make things happen and is keen to make a mark.

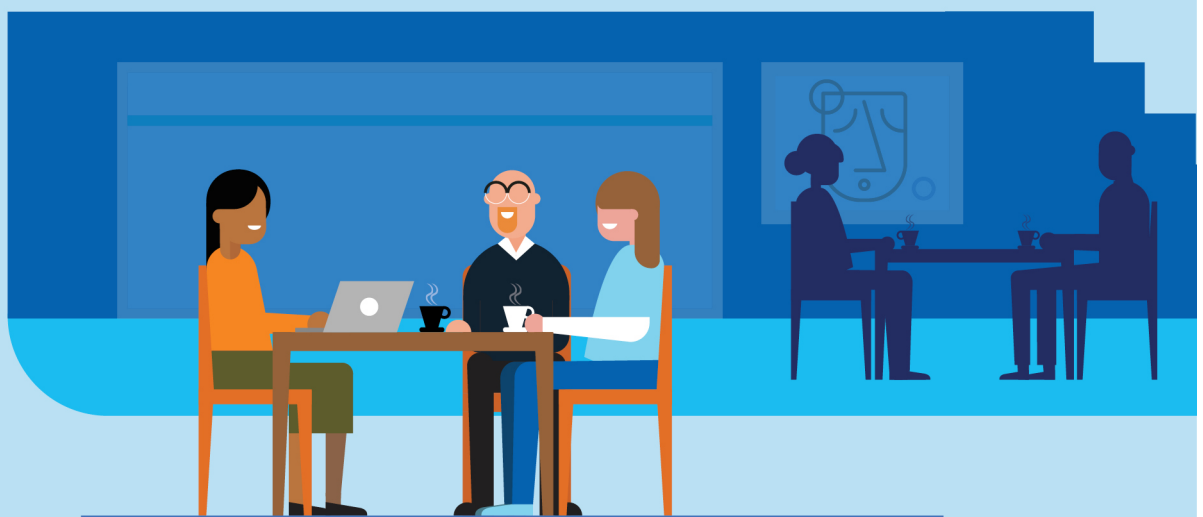
We seek senior housing management experience. You will have a good understanding of working within the housing regulatory framework. But most importantly, you will be a champion for the delivery of high-quality housing services to a broad range of general needs customers.

The office base is in London, but hybrid working means we can be flexible about your base location.

It's a unique chance to be part of a dynamic team, who are making real inroads in the delivery of affordable homes, placing a high premium upon service quality. If you care about these things, do get in touch to find out more.

To register your interest please email recruitment@campbelltickell.com and we will be in touch with further information when the roles go live in January 2025. If you include a CV, we can arrange a time for an initial conversation.

Putting you on the right career path.



NON-EXECUTIVE COMING SOON

Chair of Audit & Risk Committee | £9,500 pa

Board member | £6,500 pa

North East

Our client is a well-established and reputable provider delivering more than just good quality homes and services. They are a key partner in the region taking responsibility for the wellbeing, sustainability, and aspirations of the communities they work with.

As part of succession planning, we are seeking two new colleagues for the Board. It's a friendly and focused team, who will value your contributions and insights. The roles will particularly suit people who can apply their skills and knowledge to support effective decision-making, while being outward looking. For both roles we seek:

- A finance qualification, and substantial senior finance or audit experience;
- We are open about your professional background, so you may come from housing or a related sector; and
- You will have good governance insight, and considerable exposure at Board level. For the Committee Chair, previous membership or chairing of an audit committee would be advantageous.

Our client is keen to hear different perspectives, they will welcome the challenge and more rounded input that comes with diversity of thought and life experience around the Board table. The commitment to people and place is evident and while they have scale, they also feel local.

To register your interest please email recruitment@campbelltickell.com and we will be in touch with further information when the roles go live in January 2025.

NON-EXECUTIVE COMING SOON

Board Member roles

£2,500 pa / London

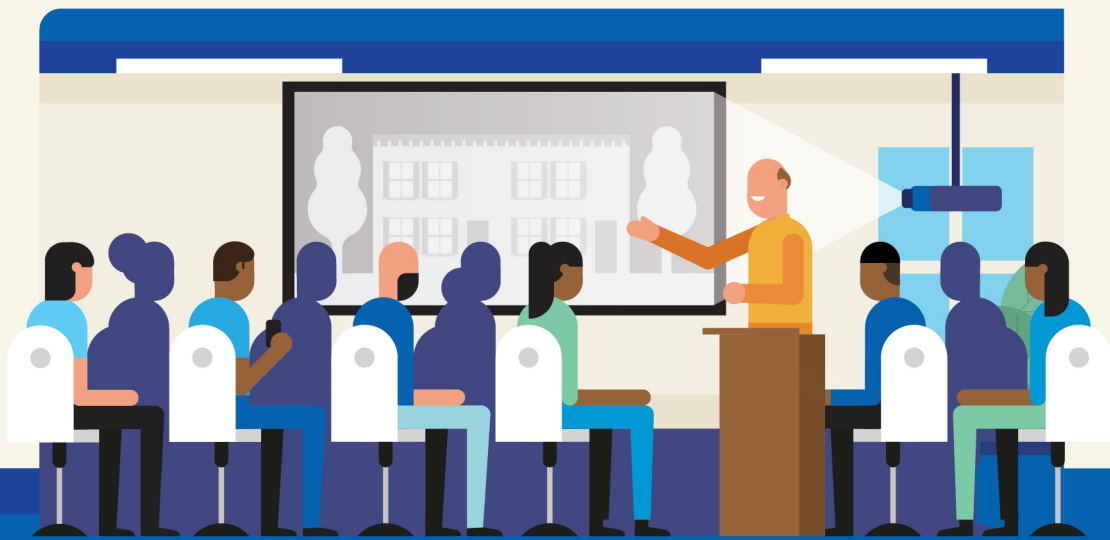
A unique opportunity to join a Board team and set the tone for a new organisation.

Our client works across the Capital's diverse communities and is keen to ensure a range of voices contribute at Board-level. It's a forward-looking organisation, that is inclusive, creative and with an unequivocal commitment to great customer services.

Key skill areas for these Board roles include finance, asset management/compliance, customer services and business transformation. But mostly we are seeking people who want to make a tangible impact, and support high quality debate that leads to effective decision-making.

To register your interest please email recruitment@campbelltickell.com and we will be in touch with further information when the roles go live in January 2025.

Putting you on the right career path.



Coming Soon

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Senior Consultant (People & HR)

Circa £75k pa | London/Hybrid

Our people consultancy practice is growing, and we are keen to secure a new senior colleague to lead this workstream. From providing advice on pay/reward and structures, to supporting with organisation design; and from undertaking investigations, to working with teams to improve their impact and success. This is a role that comes with lots of variety, including working for a diverse range of clients.

You will be qualified (CIPD) and with senior track record of delivery. You'll value working collaboratively with other consultants, as well as being self-starter, with high standards for delivering quality and impactful work. Experience in consultancy and/or the charity sector would be especially advantageous.

Policy & Research Officer

£27k – £32k | London/Hybrid

Following successful internal progression in our research team we will soon be looking to recruit a new Policy & Research Officer.

This role involves working on a range of projects – you could be asked to carry out mini-research projects, work with large data sets, analyse online surveys, review performance data for trends, carry out field work and develop case studies of our work. The outputs you produce will need to be presented in an informative and succinct way with consideration of the target audience.

You'll be a quick learner and good team worker, confident in MS Excel to an advanced level and have experience of using Power BI, as well as a good grasp of Word and PowerPoint. You will be able to produce reliable work to deadlines whilst juggling different projects. This role would suit someone who has experience of research in a post-graduate or professional setting, with an interest in a career analysing data in social policy, government and third sectors.

To register your interest in any of these roles please email recruitment@campbelltickell.com and we will be in touch with further information when the role goes live in **January 2025**.

www.campbelltickell.com/jobs/

Follow us:  



WILL YOU HELP TO HEAL LIVES BLIGHTED BY TORTURE?

Freedom from Torture helps people who have survived torture to feel safe, to be strong and to start healing.

In the UK, an estimated **one person in three** seeking asylum has fled torture in their home country.



Torture can happen to anyone - men, women, even children caught up in conflicts beyond their control. It inflicts terrible damage on the mind and body.

But with the right support, survivors can heal and find hope for a better life.

“ *My life has been changed by Freedom from Torture. I was lost. They made me find myself. It's because of this humanity and these donations, that I have now started to live.*

Naveed, a survivor

**SURVIVORS NEED YOUR HELP TO HEAL.
PLEASE JOIN US!**



To donate or find out more, visit our website:

www.freedomfromtorture.org

@freedomfromtorture



Charity number 1000340 | Scotland SC039632



CAMPBELL
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Impact Report 2024

We are really pleased to share Campbell Tickell's new B Corp Impact Report.

Becoming a B Corp has helped us reflect on who we are as a company, and we're keen to keep improving. This impact report covers what we've achieved over the past year, demonstrating our commitment to our stakeholders and society as a whole.

[Read our B Corp
Impact Report](#)

