

CAMPBELL  
TICKELL



**Board Members x3**

Recruitment Pack

July 2024

## Your application

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Thank you very much for your interest in these Board member posts at Auckland Home Solutions C.I.C. 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 do read this pack carefully as it will provide you with a good overview of the organisation and role. After you have done that, please feel free to get in touch with me, so that we can talk through your offer and get a sense of how that aligns to what Auckland Home Solutions is seeking.

To apply, we will need the following from you:

- A CV. Make sure this confirms your current/most recent roles (you can sum up earlier roles, say before the last 15 years), tell us about your achievements so we get a picture of your skills and experience, and try to keep it to two pages or three at most.
- A personal statement. We want to hear about your motivation, why this role/ organisation, and you will also want to evidence how relevant your offer is to the role specification; again, ideally in two to three pages.
- 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](http://www.campbelltickell.com/jobs). You will receive an email confirmation and see an onscreen confirmation message after submitting your application, but if you have any issues, you can call 020 3434 0990.

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

Do call 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

*Isabella Ajilore*

**Search Consultant**  
**07572 166417**

# Contents

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Welcome to Auckland Home Solutions	4
About Auckland Home Solutions	5
Role Profile	6
Key terms and conditions	8
Key dates and the selection process	9
The media advertisement	10

## Welcome to Auckland Home Solutions

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Thank you for your interest in joining us as a Board member at Auckland Home Solutions. We are excited to be looking for new colleagues to join our organisation and I'm very pleased that you are looking at this opportunity.

We provide a very important service for vulnerable people who often struggle to find suitable accommodation, and we are very proud of the work we do - there is much demand for the accommodation and service we provide, and we see that demand only increasing into the future, and we hope to be able to deliver for more tenants in the years to come.

Currently we are undergoing a period of considerable change. We are working with the Regulator of Social Housing and other key stakeholders on several areas to ensure that the fundamentals of our business are working well and that we are financially sound and fit for the future. While we have made much progress in recent months, there is still much to be done.

We seek three new Board members to join our board to help steer the organisation through this current period, and in due course to charting onwards to our future direction. These are Board roles where you will be able to have an immediate impact on the organisation, bringing your skills and experience to bear as we continue to shape our organisation in a new way.

There is a great ethos among our colleagues here at AHS and you will find a committed and dedicated group of people - we look to our new Board members helping us ensure that dedication and commitment is matched by solid fundamentals and high performance throughout the business.

We hope that you will see that this is an opportunity to have an enormous impact in our organisation, helping ensure that we are in the best position to continue delivering for our vulnerable residents for many years to come, driving impact, outcome, and performance here at AHS. If that sounds like the kind of challenge that inspires you, then please do get in touch with Campbell Tickell, who are supporting us with this recruitment.

Warm regards,

*Bill Locke*

**Bill Locke | Chair**

## About Auckland Home Solutions

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Auckland Home Solutions C.I.C. (AHS) is a national, not-for-profit, registered provider of social housing to vulnerable adults throughout the United Kingdom. We work closely with local authorities, property developers and care providers to provide high quality, affordable and sustainable housing to those in need of care and support. We are registered by Homes England, and the regulator of Social Housing to ensure our services meet and surpass the expected standards. We currently manage just under 1000 homes.

Having the right place to live is key to unlocking an independent life for anyone, so it is our mission to provide the people we support with a home where they can live as independently as possible, developing strong community connections, support networks in a safe and supportive environment. We believe that every vulnerable adult has the right to good quality housing and support within a community that accepts, embraces and supports their right to live independently.

AHS prides itself on providing high quality bespoke supported housing through a focussed person-centred approach to our housing. We understand the enormous need for long term supported housing, outside of institutions. Particularly for client groups who may never achieve full independence but who aspire to improve their quality of life and levels of self-management which are difficult to attain in other settings.

Our properties are a mix of new build or recently converted older buildings and typically form part of a community of supported living properties within larger supported living schemes.

We believe that disability shouldn't be a barrier to independence. Our aim is to help vulnerable people take back control of their lives in a safe, supportive environment. We do this through focusing on the needs of the individual and tailoring our housing and support services according to our tenants' requirements.



We are passionate about providing the people we support with a home and firmly believe that our commitment, drive and enthusiasm are essential to achieving our goals of quality service, growth and long-term success. We are also always looking for ways to further contribute to the social-housing sector.

## Role profile

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### Purpose of the Role

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- To work with the Board and management team to lead Auckland Home Solutions (AHS) in its purpose
- To provide collective and collaborative leadership, engaging with the rest of the Board to create effective Governance for AHS
- To work with the Board and management team to create effective governances for AHS
- To work with the Board and management team to define strategy
- To contribute relevant experience, expertise and insight to assist AHS in fulfilling its potential
- To ensure that the views and interests of our clients are represented at a strategic level

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### Key Responsibilities and requirements of the role

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1. Build and maintain effective and constructive working relationships with other members of the Board, Chief Executive Officer and senior staff within the organisation
2. Prepare for Board meetings by reading all relevant papers/reports in advance of the meeting
3. Act as an ambassador and representative of the organisation, upholding the reputation of AHS and its values; objectives and principles
4. Act in accordance with AHS adopted Code of Governance and Code of Conduct for individuals
5. Apply personal expertise with due regard to both the business and social aspects of the business
6. Have awareness of, and keep abreast of developments in the sector

## Person specification

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### General requirements

Board members should have or be able to acquire a diverse range of skills, competencies, experience, and knowledge. These should cover the following broad areas:

- a) Strategic leadership and business planning experience in a complex operating environment;
- b) Experience of risk-based decision making at a senior level and an understanding of risk frameworks and maps;
- c) Providing leadership and working as an effective team to take strategic and policy decisions;
- d) Experience of business change, growth and development at a senior level;
- e) Good governance awareness;
- f) General business, financial and management skills;
- g) An interest in care and support sector;
- h) Insight into the external operating environment, including the needs and aspirations of the communities and people we serve;
- i) Connection to, or understanding of, the North East area would be welcome;
- j) Non-executive experience is an advantage but is not essential as full training will be provided;
- k) Experience of working within social housing or another regulated sector preferred;
- l) Experience of working in a complex operating environment subject to diverse risks, challenges and opportunities desirable;
- m) Knowledge or experience of specialist social housing and lease-based models would be useful but not essential;
- n) Sufficient time to fulfil the role and flexibility to deal with unforeseen situations; and
- o) No significant actual or perceived conflict of interest with the organisation's work.

### Specific requirements

For these specific vacancies we seek candidates with senior experience in the housing sector in one or more of the following areas:

- Finance and risk;
- Leadership and strategy in housing management or asset management;
- Supported housing/care.

We are also open to hearing from candidates who bring senior/ Board experience in related sectors including social care, charities etc.

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## Key terms and conditions

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### The role

Independent Board member.

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### Remuneration

£4,500 pa, plus reasonable travel expenses.

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### Time commitment

We expect Board Members to commit to two days per month, to include Board meetings, preparation and additional duties as required as part of the role.

Board meetings are currently held monthly in the evening.

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### Term of office

Board Members will typically be appointed for three-year terms subject to an annual appraisal.

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### Location

Board meetings normally take place at the AHS office in Durham although there is some flexibility as some meetings are held remotely.

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## Key dates and the selection process

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**Closing date: Monday 9<sup>th</sup> September, 9am**

The client meeting to agree shortlisted candidates will take place on Thursday 12<sup>th</sup>. We will be in touch to let you know the outcome of your application by the end of this week.

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**Formal interviews: Thursday 24<sup>th</sup> and Friday 25<sup>th</sup> September**

Shortlisted candidates will be interviewed by an AHS panel lead by Bill Locke, Chair, and including Linda Minns, NED, and Carl Brazier, Interim Chief Executive. Campbell Tickell will be in attendance.

Interviews will take place at the AHS offices in Durham.

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## Media advertisement

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### Board Members (3 vacancies)

North East | £4,500 pa

Auckland Home Solutions is a not-for-profit, registered provider of social housing to vulnerable adults throughout the United Kingdom.

Based in the North East, we currently manage just under 1000 specialist supported homes spread across the breadth of England.

We are currently seeking three new Board members to join the organisation to bolster the skills and experience on the Board and help lead us through a period of change.

This is an exciting time for us, as we chart a path to becoming an independent organisation. Working together, the Board and executive team are focussed on ensuring that we have a solid foundation in place before charting the next stage in our journey.

You will bring experience at Board level most likely gained in a social housing setting and be ready to provide the challenge and support necessary to ensure the future high performance, sound management and good governance of the organisation.

We are particularly looking for candidates with experience in one of the following areas in the social housing sector:

- Finance and risk;
- Housing / asset management;
- Supported housing/care.

We are also open to hearing from candidates who bring senior/ Board experience in related sectors including social care, charities etc.

**For an informal discussion please contact Isabella Ajilore on 07572 166417 or via email at [isabella.ajilore@campbelltickell.com](mailto:isabella.ajilore@campbelltickell.com) to request a candidate pack and to book a slot to discuss the role.**

**Closing date | Monday 9<sup>th</sup> September at 9am**

# CAMPBELL TICKELL

Telephone 020 8830 6777  
Recruitment 020 3434 0990

[info@campbelltickell.com](mailto:info@campbelltickell.com)  
[www.campbelltickell.com](http://www.campbelltickell.com)  
[@CampbellTickel1](#)