



Senior Consultant (Governance & Regulation)

February 2025



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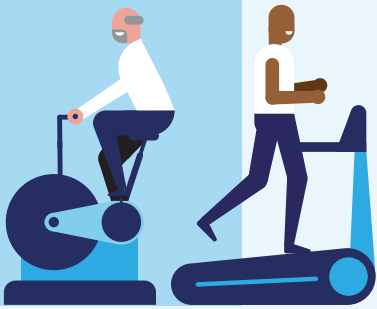
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A selection of
Campbell Tickell reports

Your Application

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 assist you in completing and tailoring your application. In order 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 supporting statement explaining why you are interested in this role, demonstrating how you are a good candidate for this post and how you fulfil the person specification – we recommend that this is no longer than three pages;
- The declaration form, noting that completion of the equalities section is not mandatory, this is requested for monitoring purposes in line with our commitment to equality and diversity.

Please note that applications can only be considered if all the documentation is complete. Please submit your completed application documents using the online form, which is accessible via our jobs page: www.campbelltickell.com/jobs.

The closing date for applications is **Monday 10th February at 9am.**

If you do not see an onscreen confirmation message after submitting your application using the online form, please call us on **020 3434 0990**.

Do call me if you would like to have an informal discussion about the role, or if you have any other questions to help you decide whether to apply.

Gemma Prescott, Director

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gemma.prescot@campbelltickell.com



Welcome to Campbell Tickell

Dear Applicant,

Thank you for your interest in the Senior Consultant (Governance and Regulation) role.

It's an exciting time to join Campbell Tickell. The organisation has been growing consistently throughout its life, and our work on governance and regulation has always been core to the services we offer. We are now seeking two Senior Consultants to join our practice. These are new roles, as we have experienced a continuing increase in demand for the work we do to support our varied clients in housing, charities and other sectors. We are therefore keen to expand our in-house capacity to deliver more and respond to demand from our clients. Recent changes to the requirements of housing regulation have particularly increased our work-load, and therefore our need for new senior colleagues.

In relation to our governance practice, we have since our foundation some 20 years ago, always provided a range of governance related services. These include 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.

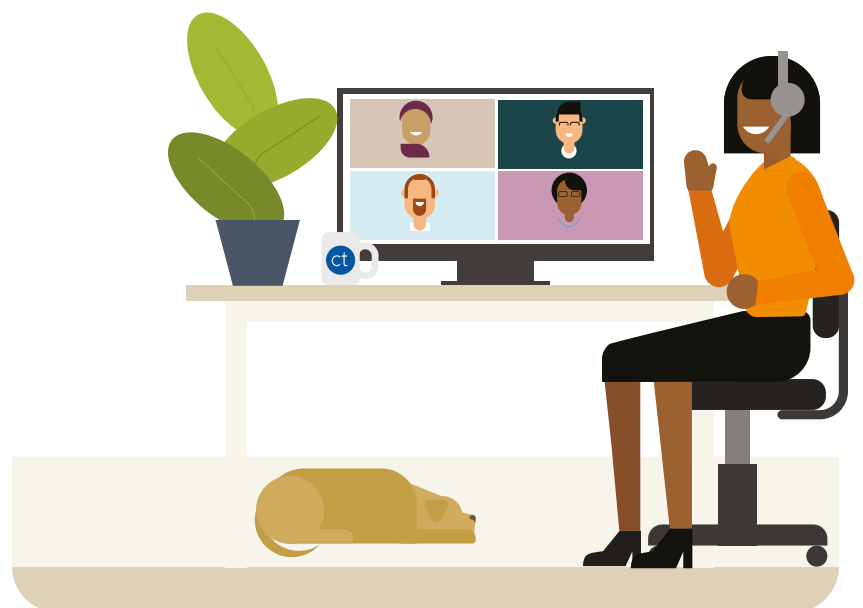
Our two new Senior Consultants will join our governance team providing these services to our clients, and contribute to the further growth of this part of the business. We have a core team that works with a wider associate network, and in this position, you would continue those relationships, working alongside colleagues to deliver consultancy work for our clients and leading on consultancy projects of your own. We envisage there will be opportunities for growth within this role; we are looking for candidates who can 'hit the ground running', and who equally have an eye for what our offer might look like in the future.

For these two posts, at least one appointment will need a good grounding in the field of social housing, and the latest regulatory changes, while for both posts, a practical understanding of the principles and application of good governance across all sectors will be vital.

Please do read on to find out more about who we are as an organisation, and how you can be a part of our future. We look forward to hearing from you!

Yours sincerely,

James Tickell
Partner





Who Are We?

Campbell Tickell is a management consultancy, based in London, but operating throughout the UK and Ireland. The principal organisations we work with are housing associations, councils, supported housing and social care providers, health bodies, charities, membership organisations, sports organisations, and central government agencies and departments.

Our services span: strategy and governance; business and financial planning; regulation and troubleshooting; business transformation; asset management and development; mergers and growth; regeneration and stock transfer; customer services; communications and public relations; organisational development, human resources and recruitment. Alongside our central team of around 50 employees, we have a national network of around 120 associate consultants, who work with us on a freelance basis.

We are a well-established practice, now in our twenty-fifth year. Over that time, we have worked with more than 1000 organisations and for the second year running, we have been ranked by Consultancy UK as one of the top housing consultancies in the country, with a 'Diamond' rating, as well as being ranked 'Gold' for local government and for non-profits consultancy. We are an accredited 'B Corporation', assessed as meeting high standards in social and environmental performance, public transparency, and legal accountability.

We have a fantastic first-time success rate in leadership recruitment; a high-quality consultancy offer; repeat and new clients; a strong market share with resources for expansion; and an unrivalled reputation for service quality and value. This adds up to a brand that speaks of reliability, quality, honesty, imagination and verve.



OUR CORE VALUES

Courageous

- Doing what's best, not what's easiest
- Embracing challenges
- Growing and developing, and supporting our clients in the same

Truthful

- Telling it like it is – with tact
- Challenging mediocrity
- Seeking and offering constructive feedback from clients and colleagues

Trusted

- Delivering work to a consistently high standard
- Taking responsibility for our work and for CT
- Taking ownership and putting things right

Creative

- Looking for new and improved ways of doing things
- Bringing energy to our work
- Proactively solving problems

Collaborative

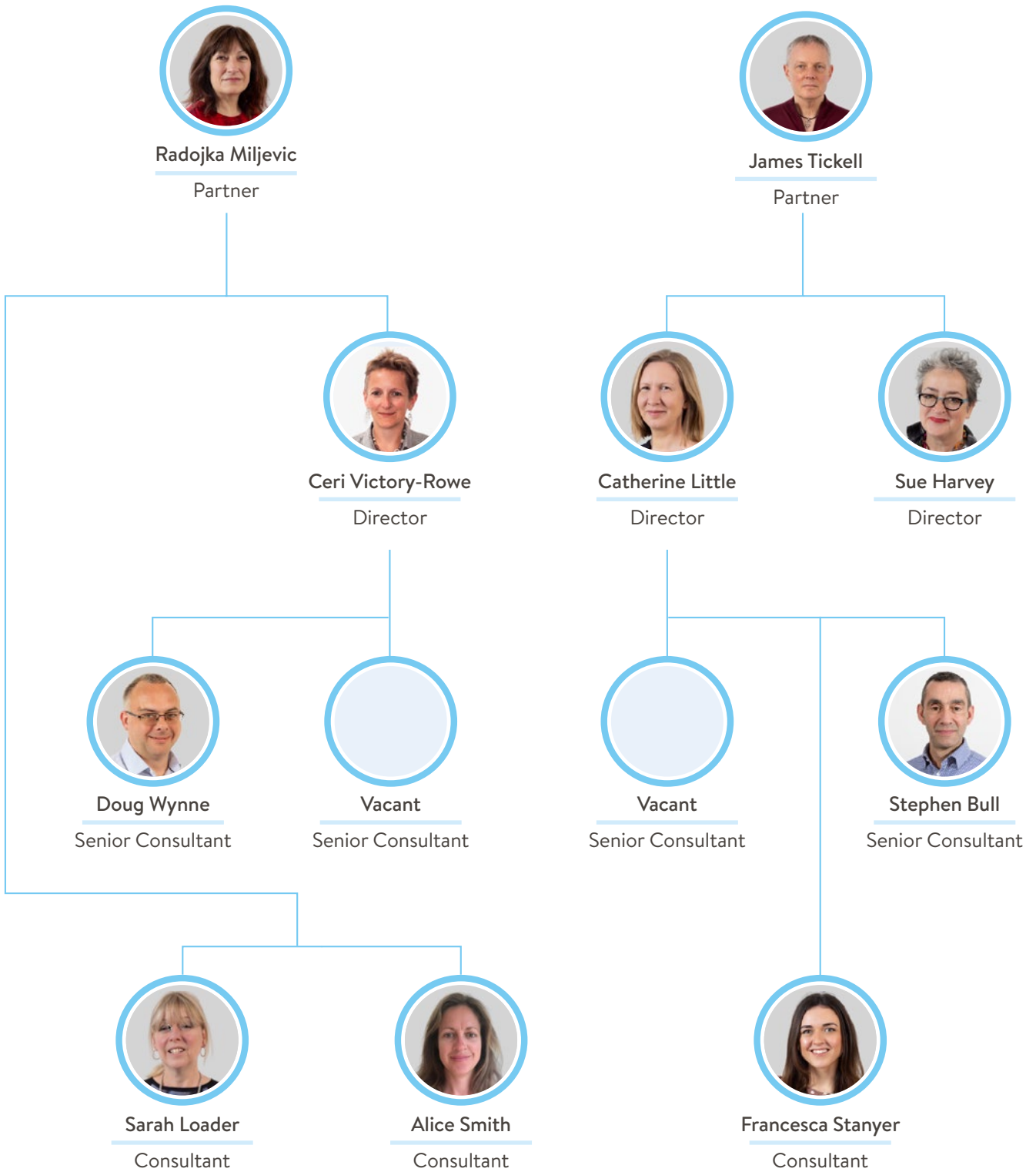
- Supporting our clients and each other
- Communicating effectively with active listening
- Sharing information and learning

We are not simply in this business to make money. Yes, we are a commercial operation, but we care about the quality and standards we deliver; we are an ethical organisation who wants to make a difference and aims to add value.





Structure Chart



Role profile

Job title: Senior Consultant
(Governance & Regulation)

Responsible to: Director

Job purpose statement:

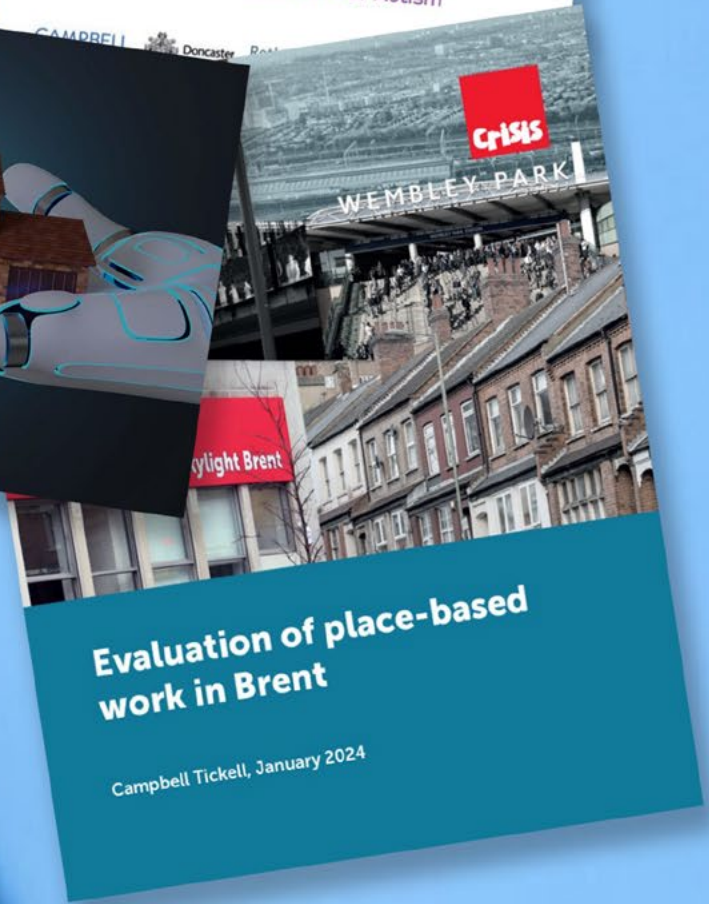
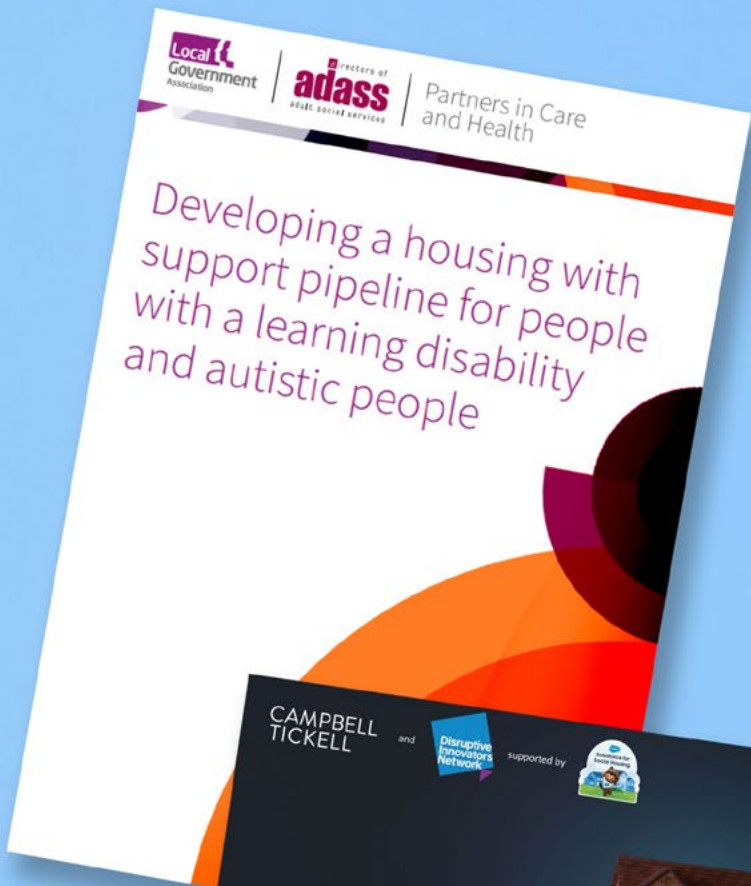
- To undertake high level consultancy work, focusing primarily on governance and regulation.
- To contribute to the development of the company's products and offer to clients.
- To lead and manage project teams.
- To source and win new business for the company.
- To work alongside the Partners and Directors in managing and developing the company, and promoting its values and culture.

Core responsibilities:

- (1) To provide a wide range of consultancy services to clients, including:
 - (a) Board effectiveness reviews, governance reviews, board skills reviews and associated tasks, such as assisting on implementation of recommendations made;
 - (b) Assisting and advising housing sector clients (for-profit, not-for-profit and local authority) who may be expecting an regulatory inspection visit, or indeed dealing with the results of an inspection;

- (c) Supporting Boards and executive teams in making changes, leading transformations, and gaining better assurance;
- (d) Speaking or facilitating at conferences, training sessions, board awaydays and other external meetings and events;
- (e) Policy and practice development;
- (f) Research and analysis projects; and
- (g) Project management.
- (2) To take responsibility for a portfolio of consultancy and business projects, including:
 - (a) Assembling project teams;
 - (b) Business development activity;
 - (c) Managing and co-ordinating the work of staff and associates working within teams;
 - (d) Client liaison;
 - (e) Writing articles for CT Brief and other publications;
 - (f) From time to time, involvement in recruitment assignments; and
 - (g) Responsibility for writing and/or signing off project reports.
- (3) To win new business for Campbell Tickell, including:
 - (a) Networking and liaising with existing and potential clients and opinion-formers in our current and proposed markets;

- (b) Seeking out and identifying new opportunities;
- (c) Writing proposals for new business.
- (4) To take lead responsibility for areas of the company's activities, operations and interests, as agreed with the line-managing Director and the Partners
- (5) To support the Partners and Directors in managing the company, and designated aspects of the business.
- (6) To manage staff where designated to do so, and to manage associate consultants in relation to specific assignments.
- (7) To develop and maintain a comprehensive range of knowledge and understanding of best practice in areas of interest for the company, in particular relating to governance and regulation across the sectors served, and to undertake continuing professional development as appropriate.
- (8) To carry out any other appropriate tasks as required by the line-managing Director.
- (9) To undertake all work in accordance with the company's Code of Professional Conduct, Equality Diversity and Inclusion Policy, Health and Safety Policy, and other relevant policies and procedures.



Person Specification

Attribute	Essential Criteria	Desirable Criteria
Knowledge & Experience	<ul style="list-style-type: none"> - Degree level education or equivalent knowledge and understanding - Experience of working at senior level in housing, charities, public bodies in roles dealing with governance and regulation issues - Knowledge and understanding of social housing (one candidate) local government, or other comparable sectors. - Strong understanding of governance, strategy and operations in the public and not-for-profit sectors. - Extensive experience of managing projects, including projects focusing on strategy and corporate delivery. - Experience of leading and managing teams. 	<ul style="list-style-type: none"> - Relevant qualification (e.g. MBA, CIH). - Experience of working at senior level in the housing or other similar sectors. - Experience of consultancy work. - Track record of generating new business. - Experience of business planning.
Personal Behaviour & Style	<ul style="list-style-type: none"> - Commitment to working with public and not-for-profit sector organisations to help them deliver consistent high-quality services and continuous improvement. - Commitment to and understanding of best practice in equalities, diversity and inclusion. - Willingness and ability to work independently, to use initiative and to take decisions (within the confines of company policy). - Willingness and ability to work flexibly. - Ability to work remotely (on a hybrid basis). - Willingness and ability to be self-servicing. - Energy, drive, enthusiasm and commitment. - Commitment to working in accordance with the company's policy framework and Code of Conduct (e.g. including health and safety, data protection). 	<ul style="list-style-type: none"> - Motivated to build and develop the role - Willingness to promote the organisation at external events including conferences and exhibitions





Attribute	Essential Criteria	Desirable Criteria
Skills & Abilities	<ul style="list-style-type: none">- Insight into political and policy matters, and understanding of how these may play out in the sectors we serve.- Ability to analyse ranges of strategic options at both high level and delivery level.- Ability to undertake research at both high level and delivery level.- Good networks with a range of senior level contacts in relevant sectors.- Ability to undertake and manage a range of projects simultaneously, so as to achieve consistent high standards of delivery within deadlines and budgets.- Commercial acumen, and ability to generate new business.- Negotiating skills.- Strong IT skills, with knowledge of MS Word, Excel and PowerPoint.- Excellent written communications, with the ability to present complex information clearly, succinctly and persuasively.- Strong oral communications, with the ability to present effectively to a wide range of audiences using different media.- Able to facilitate meetings, and support those present to reach conclusions, and make decisions.- Financially literate, e.g. with the ability to prepare straightforward budgets, analyse income and expenditure, and understand a set of accounts.	<ul style="list-style-type: none">- Good networks with a range of senior level contacts in one or relevant sectors.- Experience of using project planning software packages.



Key terms and conditions

The role

Senior Consultant – Governance & Regulation

Work location

Our office location is in Clerkenwell, London (nearest stations Farringdon and Chancery Lane).

Under our hybrid working policy, you will be expected to work from our office location part of the time (normally two or three days per week). The remaining time you may work remotely, and we will provide the equipment needed to enable you to do that and access our systems. During your probationary period, and otherwise at our discretion, you will normally be expected to attend the office more than 2 days a week.

Travel will be required to any other offices of the company or clients' offices, meeting locations, conference venues etc. and other locations. Campbell Tickell works throughout the UK and Ireland.

Reasonable travel and associated costs will be met for travel between offices and other necessary locations. We will not normally reimburse travel from home to our offices.

Salary

Basic starting salary expected to be in the range **£75k to £85k p.a.** depending on experience.

Following successful completion of your probation (see below), you will be eligible for **a bonus of up to 15% of basic salary per year.**

This is subject to (a) company financial performance, and (b) your individual performance, and bonus is not guaranteed. Note that it is not consolidated into your basic pay.

Salaries are reviewed annually with effect from 1st April. No increase is guaranteed.

Hours of work

The basic working week is 35 hours. However, this is a senior role and it may not always be possible to complete the work reasonably required within a 35-hour week.

Annual Leave

25 days, plus public holidays. This rises by one day per completed year of service, up to a maximum of 30 days, plus public holidays.

We additionally offer enhanced maternity and parental leave; and up to two days' a year paid time off for charity volunteering.

Pension and other benefits

The company offers a salary exchange pension scheme, with an employer contribution that matches employee contributions up to 5%.

The company offers health insurance for employees that have successfully completed their probation. This is available for employees and their dependents, and the company meets the cost of the premiums, though it is classed as a taxable benefit.

We provide death in service insurance, set at the equivalent of two years' salary.

In addition, we offer a range of other benefits, including a homeworking allowance, electric car leasing scheme (following completion of probation), payment of professional subscriptions, and wellbeing benefits.

Probationary period

The probationary period is six months, with probationary interviews at three and six months. In the event of the postholder's performance being judged as satisfactory, their employment could be confirmed at an earlier point. In the event of performance not achieving a satisfactory standard, the probationary period may be extended for a further period, or the position may be terminated.

No smoking

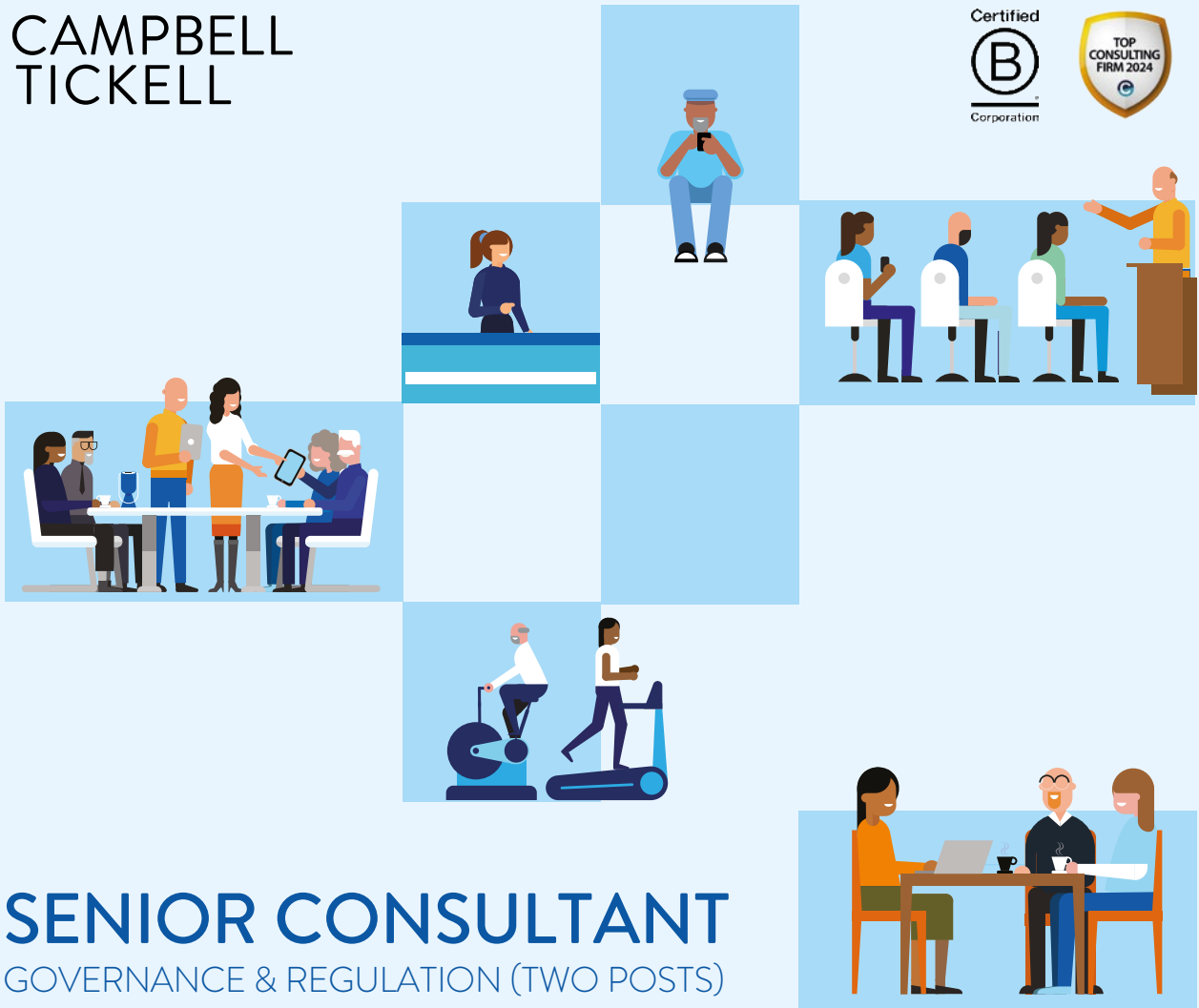
A no smoking policy operates in the office.

Notice period

During the probationary period, the notice period on either side is one month. After successful completion of the probationary period, there will be three months' notice on either side.

Please note that an offer of employment will be subject to satisfactory references and ability to work effectively from home.

CAMPBELL TICKELL



SENIOR CONSULTANT GOVERNANCE & REGULATION (TWO POSTS)

£75k - £85k (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 Prescot** on **07904 497016**.

Closing

Monday 10th February at 9am.

Interviews

Interviews to be confirmed.

CAMPBELL TICKELL

+44 (0)20 8830 6777

+44 (0)20 3434 0990 (Recruitment)

info@campbelltickell.com

www.campbelltickell.com

