



Chair – Recruitment



June 2024

Your application

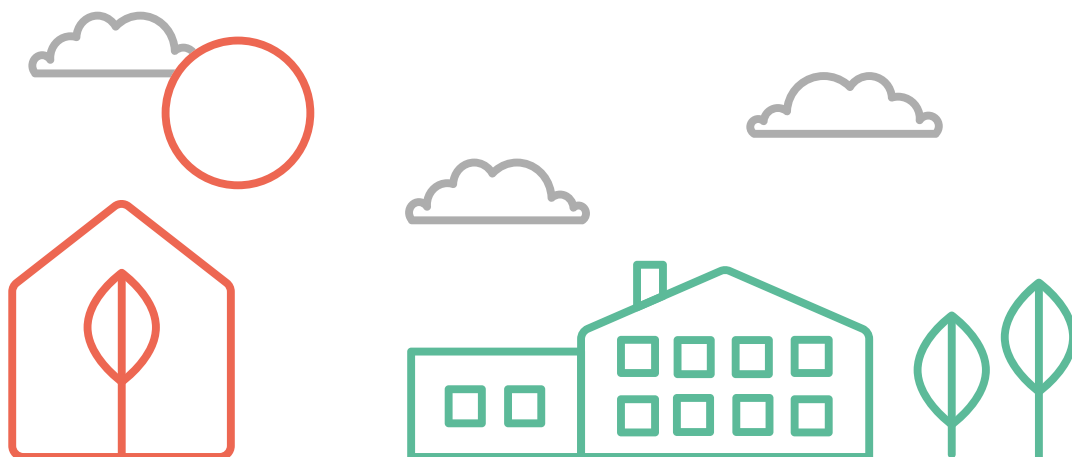
Thank you very much for your interest in this position. On the following pages, you will find details of the role and the selection process to assist you in completing and tailoring your application. To apply you should submit:

- An up-to-date CV which shows your full career history – we recommend that this is no longer than three pages;
- A supporting statement explaining why you are interested in this role, detailing why 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;

Applications must be received by 5th July 2024

Please send your application to srs.contact@thegoodeconomy.co.uk. Please ensure we receive your application in good time.

Do contact us on srs.contact@thegoodeconomy.co.uk 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.



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About Sustainability for Housing

Sustainability for Housing (SfH) is the organisation responsible for the development, oversight, and promotion of the Sustainability Reporting Standard for Social Housing (SRS). Incorporated in Spring 2021, SfH consists of a dedicated Secretariat and the Board, comprising practitioners from the social housing and financial sectors, and key sector bodies. The Good Economy (TGE) currently acts as the Secretariat for SfH with support from Social (communications partner) and Crowe (accountants).

The Sustainability Reporting Standard

The SRS is a reporting framework for housing providers to report on their ESG performance in a transparent, consistent and comparable way. The SRS is a voluntary reporting framework, covering 12 themes across ESG considerations such as zero carbon targets, affordability, and safety standards.

Having a common standard makes it easier for lenders and investors to assess the ESG performance of housing providers and identify ESG risks and opportunities to create positive social and environmental outcomes.

Today, over 150 organisations have signed up to be adopters of the SRS.

The Sustainability for Housing Board

The Board takes on responsibility for oversight and implementation of the SRS. The Board have the following responsibilities:

1. Develop, issue and promote the SRS for the benefit of the social and affordable housing sector, banks and investor community and wider stakeholders;
2. Issue technical guidance and promote good practice to support implementation of the SRS and seek feedback from adopters and practitioners;
3. Regularly review the SRS, taking account of new regulatory standards and performance measures as well as developments in global corporate reporting standards; and
4. Issue new versions of the SRS periodically.

All key documents related to the Sustainability Reporting Standard and Sustainability for Housing are available [here](#).

Role profile

Role purpose

- Provide strategic leadership to the Board and to SfH as a whole; working with and guiding the Secretariat and other partners to ensure delivery of organisational objectives.
- Ensures that the Board delivers its key strategic role in securing the organisation's long-term effectiveness, viability, and sustainability, within agreed Terms of Reference, encouraging relevant and constructive discussions, and a positive working relationship between the Secretariat and the Board.
- Provides effective governance of the organisation, including playing a lead role in shaping the Board's development and effectiveness, and in ensuring a suitable line of sight from the Board to the work of committees and any subsidiaries, as well as ensuring the Board fulfils its Trustee responsibilities.
- Contributes to the promotion and positioning of the organisation with its external stakeholders, particularly investors and social housing providers.

Key relationships

External

Able to promote the uptake and benefits of the Sustainability Reporting Standard to social landlords, lenders, investors, standard setters, regulatory bodies, government, and other relevant organisations.

Internal

Has an excellent working relationship with the Board members and other affiliated groups, and the dedicated Secretariat.

Key responsibilities for the Chair

Strategic leadership:

1. Ensure the Board sets its vision, mission, values, and standards and that its obligations to its stakeholders and others, including its regulators, are fully understood, and delivered.
2. Promote good governance and ensure that the organisation's affairs are conducted in accordance with all legal and regulatory requirements and a high standard of performance and propriety.

Conduct of Board business:

3. Chair meetings effectively, ensuring Board members are given the opportunity to express their views and that their views are sought before important decisions are taken.
4. Deal with paperwork associated with the function of chairing Board meetings, including development of the agenda with the CE.
5. Ensure that the Board delegates sufficient authority to its Committees, Chair, Secretariat, and others to enable the business of the organisation to be conducted efficiently between meetings of the Board and that the Board monitors the use of these delegated powers.
6. Ensure that the Board receives professional advice when it is needed.
7. In the case of urgent business occurring between meetings, to take necessary decisions on behalf of the Board, in accordance with agreed urgency arrangements.

Developing an effective Board:

8. Consider the skills and experience of Board members and take an active role in recruitment and succession planning.
9. Ensure regular individual and collective appraisal of the Board and members.
10. Focus on the development of the Board, carrying forward the outcomes from appraisal and other performance mechanisms.
11. Ensure that Board members work in accordance with the organisation's Code of Conduct and the National Housing Federation Code of Governance.

Working with the Secretariat:

12. Establish a constructive working relationship with the Secretariat and support a positive working environment between the Board and the Secretariat.
13. Meet regularly with the Secretariat, to give support and review progress.
14. Ensure that the Board makes proper arrangements to set objectives and appraise the performance of the Secretariat and determine the remuneration of the Secretariat and ensure that proper arrangements are in place for remuneration of any other senior staff.
15. When necessary ensure that, in conjunction with other Board members, the Secretariat is replaced in a timely and orderly manner in line with the organisation's employment policies.

Promoting the organisation:

16. Be an ambassador for the organisation to help build its brand and public image and ensure an effective regional and national profile.
17. Represent the organisation at the highest level, engaging with key stakeholders, regulators, opinion formers and decision-makers.
18. Attend ad-hoc meetings as required, travelling as required to promote the values and purpose of the organisation.

Person specification

Experience and knowledge

- a.** Governance, organisational leadership, and strategic management experience.
- b.** Experience at a senior level, with a relevant professional or business skill, relating to one or more of the following: financial investment, commercial management, property development, housing management, finance, standard setting, or law.
- c.** Experience of operating effectively at high levels within an organisation, and a proven ability in influencing decision making.
- d.** A track record of motivating senior teams to deliver a strategic vision.
- e.** Experience of chairing boards or committees and working effectively with a wide range of stakeholders.
- f.** Understanding of the purpose of social housing and/or direct experience of working in the sector.

Skills and abilities

- g.** Ability and vision to lead and represent the organisation, giving a clear sense of strategic direction.
- h.** A strong understanding of the respective roles of the Chair and the Board.
- i.** Knowledge and understanding of the wider strategic context and an ability to articulate them.
- j.** Ability to listen to others' contributions, challenge in a constructive way and build consensus through persuasive discussion.
- k.** Ability to make balanced and informed decisions.
- l.** Excellent communication skills. Able to read, understand and analyse both written and

numerical reports presented to the Board for decision and information and to draw out points for discussion.

- m.** Able to be an organisational ambassador, operate effectively at all levels and develop positive external relationships that generate confidence and respect.

Personal qualities

- n.** Shared vision and values of the organisation.
- o.** A strong leader with a high degree of probity and integrity.
- p.** A commitment to the interests of current and future social housing residents and the enthusiasm to implement change and improve services.
- q.** A decisive and effective decision maker who leads by example with an open, engaging, and enthusing style.
- r.** A personal and professional credibility that commands confidence at all levels.
- s.** A collaborative style that engages people at all levels and promotes positive relationships throughout the organisation and its partners.
- t.** Committed to accountability, openness, transparency, and equality of opportunity.
- u.** Has the necessary time commitment for the role.

Key terms and conditions

Remuneration and expenses

Remuneration £12k pa, plus reasonable travel expenses.

Time Commitment

2-3 days per month including at least 6 Board meetings and at least 1 Board strategy day annually and willingness to travel to represent SfH e.g. as an event speaker.

Terms of Office

The Chair is appointed for a maximum of two three-year terms. Additional service following the first three-year term is subject to Board approval.

Location

No physical location. Board meetings take place online with at least one in-person meeting in London annually.

Key dates and the selection process

Please send your application to srs.contact@thegoodeconomy.co.uk.

Closing date: Friday, 5th July at 12 noon

We will be in touch with candidates by Friday, 12th July to advise on the outcome of applications.

Interviews: During the week of 15th July

Longlisted candidates will be invited to an interview with a panel comprising Board members and the Secretariat.

Interviews will be conducted online.