

Sustainability for Housing

# Board Member Recruitment - Scottish Housing Provider

May 2025



# Your application

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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 how you are a good candidate for this post and how you fulfil the person specification – we recommend that this is no longer than two 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 30<sup>th</sup> May 2025**

Do contact us on [srs.contact@thegoodeconomy.co.uk](mailto: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

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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. Both the SFHA and the NHF are board observers, and are invited to all full board meetings.

The Good Economy (TGE) currently acts as the Secretariat for SfH with support from Social (communications partner)..

## 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 provides a management tool for housing providers to identify material sustainability-related matters and track performance against key performance indicators. It also 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 170 organisations have signed up to be adopters of the SRS – over 130 housing providers (including 17 Scottish providers), and over 30 lenders and investors.

## 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

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### Role purpose

- a. The Board is collectively responsible for ensuring the success of the organisation and ensuring its compliance with all legal and regulatory obligations by setting and monitoring the strategic direction of the organisation, as well as ensuring the Board fulfils its Trustee responsibilities.
- b. Board Members, as part of the Board team, determine and uphold the organisation's vision, mission, values, and strategies.
- c. Focus on all four nations of the UK
- d. Championing a single common view of ESG across a very wide range of organisations, from large national housing providers to small community based housing providers
- e. Encouraging/facilitating the adoption of the SRS by investors and industry overseers alike.
- f. Adapting the standard to reflect current need (eg climate resilience, fuel poverty)
- g. Sharing best practice and championing best examples from all over the country

### Key responsibilities

#### Strategic leadership:

1. Provides focused strategic leadership and direction to the work of the organisation, inputting to the vision, mission, values and standards for the organisation.
2. Promotes good governance and ensures that the organisation's affairs are conducted in accordance with generally accepted performance and propriety and that its obligations to its stakeholders and others, including its regulators, are fully understood and delivered.

#### Risk and performance:

1. Ensures that legal and social responsibilities are met, and that the organisation's affairs are conducted to accepted standards of performance and propriety.
2. Approves a proportionate, robust and prudent business planning, risk and control framework and reviews its effectiveness at least once a year.
3. Establishes ambitious but financially prudent strategic policies and plans to achieve organisational objectives and approves each year's budget and accounts prior to publication.
4. Monitors the organisation's performance in relation to plans, budgets, controls and decisions, and ensures that the organisation is well run and viable.
5. Agrees policies and make decisions on all matters that might create significant financial or other risk to the organisation.

**Working with the Secretariat:**

1. Board members are accountable to the Chair of the Board. They are expected to maintain good relationships with other members of the Board, the Secretariat and other key partners and with external stakeholders.

**Promoting the organisation:**

1. Be an ambassador for the organisation; help build its brand and public image, ensuring an effective regional and national profile in consultation with the Chair.
2. Represent the organisation with key stakeholders, such as regulators and decision-makers.
3. Attend ad-hoc meetings as required and travelling as required to promote the values and purpose of the organisation.

## Person specification

### Experience and knowledge

- a. Direct experience of the Scottish social housing sector
- b. Governance, organisational leadership and management experience.
- c. 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 and resident focus, finance, standard setting, or law. Alternatively, lived experience of social housing or experience in a tenant representative organisation.
- d. Experience of operating effectively at high levels within an organisation, and a proven ability in influencing decision making.
- e. Empathy with the purpose of the social housing and/or direct experience of working in the sector.
- f. Commitment to sustainability, and general understanding of the SRS

### Skills and abilities

- g. Presents views with knowledge and understanding of the wider strategic context.
- h. Skilled in listening to other's contributions, challenging in a constructive way, and building consensus through persuasive discussion.
- i. Able to make balanced and informed decisions, analysing performance, financial and other information.
- j. Assesses risk and promotes risk awareness without being risk-averse.
- k. 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.
- l. IT literate and able to review and analyse large and complex data.
- m. Able to be an organisational ambassador, operate effectively at all levels and committed to developing 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 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 will command confidence at all levels.
- s. Works well in a team, with 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

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### **The role**

Non-Executive Director / Board Member

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### **Remuneration and expenses**

Remuneration TBD, plus reasonable travel expenses.

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### **Time Commitment**

5-10 days a year including at least 6 Board meetings.

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### **Terms of Office**

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

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### **Location**

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

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# Key dates and the selection process

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## **Closing date: Friday, 30<sup>th</sup> May 2025 at 5pm**

As such, we will be in touch with Board Member candidates during **w/c 9<sup>th</sup> June** to advise on the outcome of applications.

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## **First interviews: w/c Monday 16<sup>th</sup> June 2025**

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

Interviews will be conducted online.

