



Group Board Member Recruitment Pack 2023





Contents

Your application	3
Background	4
Our governance structure	4
About Riverside and recent changes	5
Terms and conditions	6
The role of Board member	6
Person specification	7
Key dates and selection process	8
Riverside Group Board meeting dates 2023-24	8

Your application

Thank you for your interest in Riverside. This pack explains who we are, what we need from our new Board member and what you need to do to apply.

For your application to be considered please provide:

- an up-to-date CV
- a supporting statement explaining why you are interested and qualified for the role against the person specification
- the equalities and diversity form.

Please note that applications will only be considered if all the documentation is complete.

Please submit your completed application documents to russell.hall@riverside.org.uk **by Friday 18 August.**

It is important to Riverside that our governance community reflects the communities we serve and therefore we welcome applications from all backgrounds. In line with this commitment to equality and diversity, we therefore request that you complete the equalities section of the application.

Please contact me if you would like 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,

Sara Shanab

Group Director of Governance
and General Counsel

Email: sara.shanab@riverside.org.uk

“At Riverside, we share a vision for transforming lives, revitalising neighbourhoods.

It’s just who we are.”



Transforming **lives**
Revitalising **neighbourhoods**

Background

Group Board

- Care & Support Committee
- Customer Experience Committee
- Group Audit Committee
- Group Development Committee
- Group Treasury Committee
- Governance and Remuneration Committee
- Riverside Scotland Board
- One Housing Group Board
- Evolve Facility Services Board
- Prospect (GB) Ltd Board

Riverside is seeking to appoint a new Board member. The successful candidate will take up a place on the Riverside Group Board which is the parent Board for Riverside.

Riverside is looking to recruit someone who has the knowledge and experience set out in the person specification on page 7 but diversity, in all its forms, is equally as important to the Board. So we would like to recruit a candidate who comes from a diverse background.

Our governance structure

The Riverside Group Board is the senior governance body within Riverside and sets the mission, strategy, corporate and business plans and policy for the Group as well as overseeing performance against these. The powers of committees are delegated by the Board and set out in the Terms of Reference of the committees.

About Riverside and recent changes

Riverside is a group of complementary businesses driven by a clear social purpose, with a charitable housing association at its core.

Established over 95 years ago we remain driven by a deep sense of social purpose, providing a range of homes and wider support services for a diverse community of people across England and Scotland.

On 1 December 2021 Riverside and One Housing Group came together with One Housing joining Riverside as a subsidiary with a view to further integration after two years. That integration project was brought forward and Riverside and One Housing completed a Transfer of Engagements on 31 March 2023.

This created a sector-leading national housing association group:

- owning nearly 75,000 homes, putting us in the top five English housing association groups by size
- operating across a national footprint, with 'weight' in London, the North West, the East Midlands, the East Coast and Scotland
- being the nation's largest housing association provider of supported housing
- with secure financial foundations: £680 million annual turnover, £5 billion assets.

We believe that we can create a combined Group which is 'Better and Stronger Together' based on our shared social purpose and common values. Critically we have the capacity to do more together than we could apart, more for:

- our customers, through excellent services and the opportunity for deeper engagement in our governance and the shaping and scrutiny of services
- our communities, by building more quality, affordable homes and accelerating investment in our current homes, with an emphasis on building safety, decarbonisation and regeneration
- people who are homeless or require extra support, by providing excellent care and support services
- our colleagues, by being an exciting place to grow and develop as part of one of the country's most progressive housing association groups
- our sector, by developing a clear voice on housing and broader policy.

Broad aspirations are not enough, and we have developed a new Corporate Plan for 2023-2026 entitled Forward Together, setting out our three-year strategy. As a newly merged Group, we have an unwavering focus on achieving full integration, bringing together colleagues, functions, services and systems at the same time as developing a collaborative culture based on our new, shared values.

This comes at a time of stronger regulation across our sector, with an increased emphasis on consumer regulation through a refocused Regulator of Social Housing and more muscular Housing Ombudsman, a new regime for building safety and the strengthening of the CQC and Ofsted regimes applying to some of our care and support services.

The key objectives under our Corporate Plan are:

- Warm and safe, decent homes
- Trusted customer services
- Support through the cost of living crisis
- Leadership in care and support
- New homes, better places.

The successful candidate joining the Riverside Group Board will provide leadership and help to shape how Riverside delivers on those objectives.



Terms and conditions

The total time commitment is estimated at 12 days per annum which includes six formal meetings of the Board (alternating between in-person and virtual) and a Board strategy day (in-person). The in-person meetings are held in various locations.

Other activities include induction, appraisal and training/development activities and other ad-hoc meetings for urgent matters. The successful candidate will also be encouraged to visit Riverside schemes and services, which are organised by Riverside, to allow Board and Committee members to gain a better understanding of the activities of the Group.

The remuneration for a Board member is £12,000 per annum. Members will be reimbursed for out-of-pocket expenses such as travel, in accordance with Riverside Expenses Policy.

The role of Board member

- Provide strategic leadership to the Group, ensuring compliance with its vision, values, strategic direction and objectives.
- Ensure that appropriate plans and policies are in place to deliver the Group's strategic objectives and achieve value for money.
- Support and constructively challenge, as necessary, the Group's Executive Team.
- Promote good governance and ensure that the Group acts in accordance with its constitution, governance framework and relevant legal and regulatory framework.
- Provide oversight of the integrity of financial information, scrutinising and approving each year's budget, business plan and annual accounts.
- Monitor the Group's performance in relation to its objectives, plans, budgets, controls and decisions.
- Ensure that the organisation has in place a robust and effective risk management framework and oversee its adoption across the Group.
- Promote and champion the organisation's values internally and externally.
- Establish and maintain constructive working relationships with Board colleagues, Executives and officers.
- Oversee an appropriate framework of delegation and control.
- Comply with the Group's Code of Conduct and the Board Member Agreement for Services.
- Act in accordance with Board Member and/or Company Director duties.
- Regularly attend, prepare for and participate in board and relevant committee meetings.
- Contribute to the Board's work in carrying out all other key functions as detailed in the 'Key functions of the TRGL Board' document.
- Attend functions, training sessions, away days and other meetings as required from time to time.



Person specification

Knowledge and experience

Essential

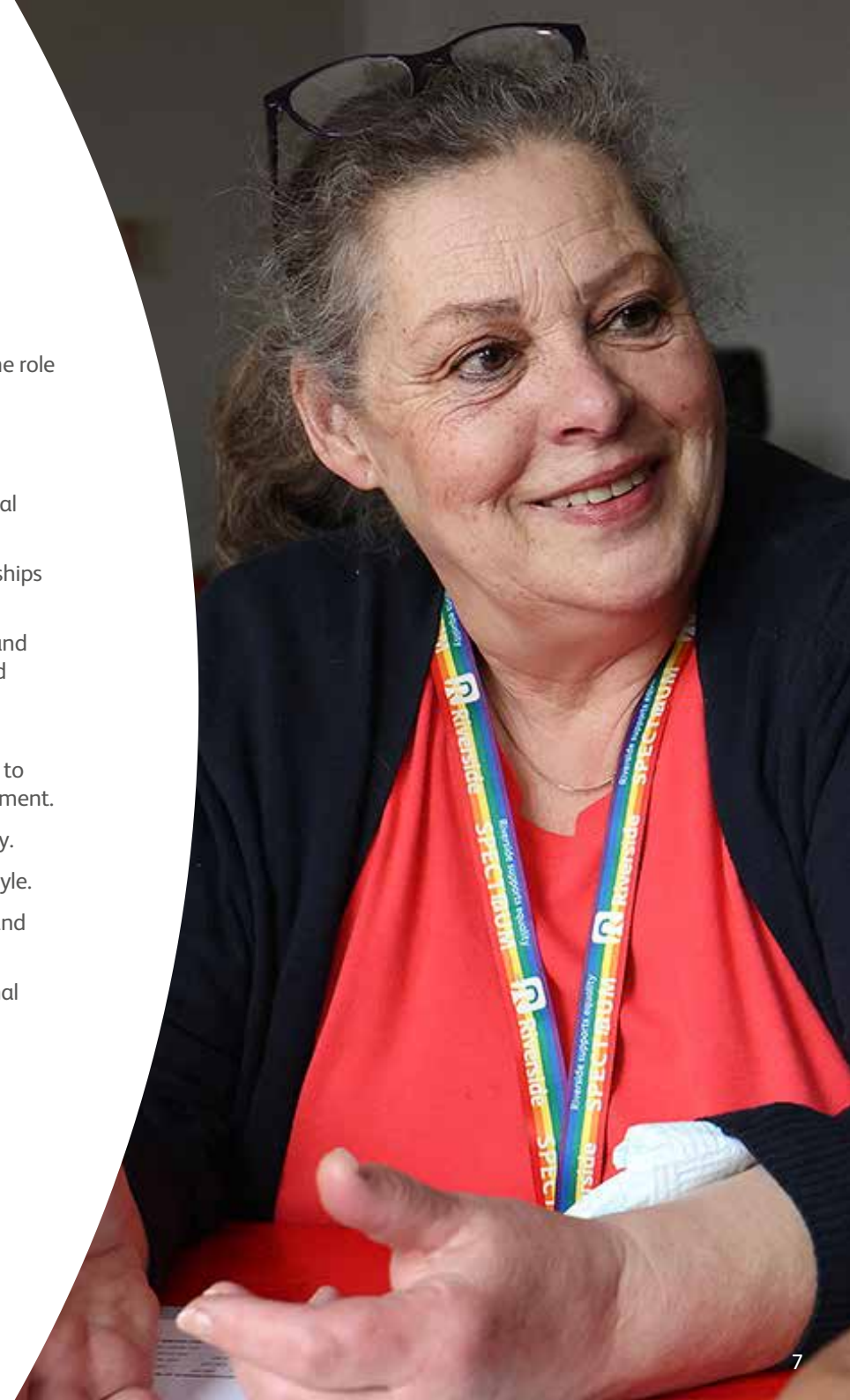
- An understanding of the purpose and ambitions of the social housing sector.
- Familiarity with the external landscape and the threats and opportunities presented to the Group.
- Ability to analyse significant amounts of complex information and pull out the fundamental issues.
- Confidence in making independent and critical judgments and in facilitating debate to ensure risks and alternative courses of action are properly considered.

Desirable

- Recent senior level experience in social housing.
- Experience in development and regeneration.
- Experience in sustainability and working towards zero carbon.
- Strategic understanding of local government and commissioning authorities.
- Property asset management.

Personal behaviour and style

- Displays passion, energy and enthusiasm for the role and for Riverside's vision and values.
- Is committed to working in the best interests of current and future residents and customers.
- Is a strong leader with personal and professional credibility.
- Skilled at developing and maintaining relationships with others.
- An assured influencer who is able to question and challenge with independence and integrity and who does not cross over the line of operational management.
- A pragmatist, with the maturity and sensitivity to analyse complex issues and deliver sound judgment.
- Possesses a high degree of probity and integrity.
- Works in a collaborative, open and engaging style.
- Is committed to accountability, transparency and equality of opportunity.
- Is self-aware and open to feedback and personal development.
- Can commit the time necessary to the role.
- Is able to generate new ideas and bring new perspectives.





Key dates and selection process

Indicative timescale:

Expressions of interest / open searching	Until close on 18 August
Longlisting/shortlisting exercises	W/C 21 August
First stage discussion/interviews	7 September <i>(in person London)</i> and 8 September <i>(in person Manchester)</i>
Second stage interviews by Riverside panel	Between 11-29 September <i>(suggested over Teams and dates for interviews TBC)</i>
Appointment decision	By end of September

Riverside Group Board meeting dates and locations

- 27/28 September 2023 (in person – Liverpool)
- 13/14 December 2023 (in person – location TBC)
- 25 January 2024 (online)
- 13/14 March 2024 (in person – Rochdale)
- 15/16 May 2024 (In person – Scotland)
- 11 July 2024 PM (online)
- 25/26 September 2024 (in person – London)
- 12/13 December 2024 (online)

Please note these dates and locations may be subject to change

Get in touch or find out more

For further information please visit



www.riverside.org.uk/about-us
www.onehousing.co.uk/about-us

Follow us on Twitter

[@RiversideUK](https://twitter.com/RiversideUK)
[@OneHousing](https://twitter.com/OneHousing)

Or contact

Sara Shanab, Group Director of Governance
and General Counsel

email: sara.shanab@riverside.org.uk

Russell Hall, Head of Governance

Tel: **07580 850231**

email: russell.hall@riverside.org.uk

The Riverside Group Limited

Registered Office:
2 Estuary Boulevard,
Estuary Commerce Park,
Liverpool L24 8RF

A charitable Registered Society under
the Co-operative and Community
Benefit Societies Act 2014

June 2023

Details correct at time of publishing