

Group Development Committee Member Recruitment Pack 2023



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Contents

Your application	3
Background	4
Our governance structure	4
About Riverside and recent changes	5
Terms and conditions	6
The role of committee member	6
Person specification	7
Key dates and selection process	8
Group Development Committee 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 committee 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

Riverside is seeking to appoint a new Group Development Committee member.

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.

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

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 between 8-10 days per annum which includes six formal meetings of the Committee (alternating between in-person and virtual). 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 committee member is £3,250 per annum. Members will be reimbursed for out-of-pocket expenses such as travel, in accordance with Riverside Expenses Policy.

The role of committee member

- Oversees the shaping, design, costing and delivery of Development and Regeneration on Group Board's behalf, making the appropriate recommendations in line with agreed group policies and strategies.
- Defines the necessary investments to deliver Development and Regeneration outcomes desired including the appropriate vehicles, partnerships and internal resources to deliver the objectives associated with all individual estate schemes.
- Scrutinises schemes to ensure that each scheme is financially viable (as defined by the agreed hurdle rates enshrined within the Schedule of Delegated Authority) inside the parameters set by Riverside for development viability paying close attention to the development of a pipeline of open market sales for the purpose of cross subsidy.
- Ensures that quarterly reporting and feedback to Group Board and other parts of the governance structure are in place and made as appropriate.
- Monitors the overall performance of the Development and Regeneration programme, liquidity and capacity, construction activities and sales programme.
- Oversees the progress of each Development and Regeneration Project, receiving regular reports on progress and ensuring delivery is within the financial parameters agreed and to pay close attention to the interplay between sales delivery and the build programme.
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- Ensures the reprovision of all social housing homes and that tenants and leaseholders are consulted and where appropriate, either because of a legal requirement or a decision of Development Approval Group, balloted before and during any planned and approved works.
- Ensures effective plans are made around the decanting of tenants from existing homes to either new or temporary homes before relocation back on the affected estate ensuring that all home loss and disturbance payments are made on a timely basis.
- Ensures that due consideration is given to achieving value for money across the development programme.
- Considers and approves/declines individual Development and Regeneration schemes where Total Scheme Costs are within its remit. Specific attention will be given to cost/value consideration.
- Oversees and monitors the performance of all Development and Regeneration Joint Ventures and Special Project Vehicles.
- Monitors asset disposals and/or acquisitions.
- Pays specific attention to the quality of design of all Development and Regeneration, including public realm, ensuring it meets the standards specified by building regulations, Health & Safety and the requirements of the bodies such as Homes England and the Greater London Authority.



Person specification

Knowledge and experience

Essential experience in one or more of the following areas:

- Experience at a senior level of development and regeneration programmes with a national scope.
- Knowledge and understanding of development and regeneration finance.
- Knowledge of the housing development/regeneration/sales process and housing markets.
- Understanding of the key development/regeneration risks and opportunities for a Registered Provider in the current and anticipated operating environment and what constitutes adequate risk assurance.
- Experience of overseeing delivery of significant development and regeneration schemes from inception to completion.

Desirable:

- Strategic understanding of local government and commissioning authorities.
- Understanding of investment appraisal methodologies and how these inform development/regeneration decisions.
- Wide-ranging understanding of commercial issues with strong business acumen.

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

Group Development Committee meeting dates

- 18 July 2023
- 4 October 2023
- 22 November 2023
- 24 January 2024
- 13 March 2024
- 1 May 2024
- 3 July 2024
- 18 September 2024
- 20 November 2024
- 15 January 2025
- 5 March 2024

Please note these dates 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

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A charitable Registered Society under
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