



Group Treasury Committee Member Recruitment Pack 2023



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Your application

Thank you for your interest in Riverside. This pack explains who we are, what we need from our new Treasury 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

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 committee member to join its Group Treasury Committee. The successful candidate will take up a place on the Group Treasury Committee for an initial three-year term with the possibility of a second three-year term.

Riverside is looking to recruit someone who has the knowledge and experience set out in the person specification on page 8 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 4 - 6 days per annum which includes one formal meeting of the Committee which is held online. Ad hoc meetings for urgent matters may be called as required; in the past five years these have averaged one per year. Committee members should also be available to consider written resolutions via email.

Other activities include induction, appraisal and training/development activities. 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 the Group Treasury Committee

The Group Treasury Committee:

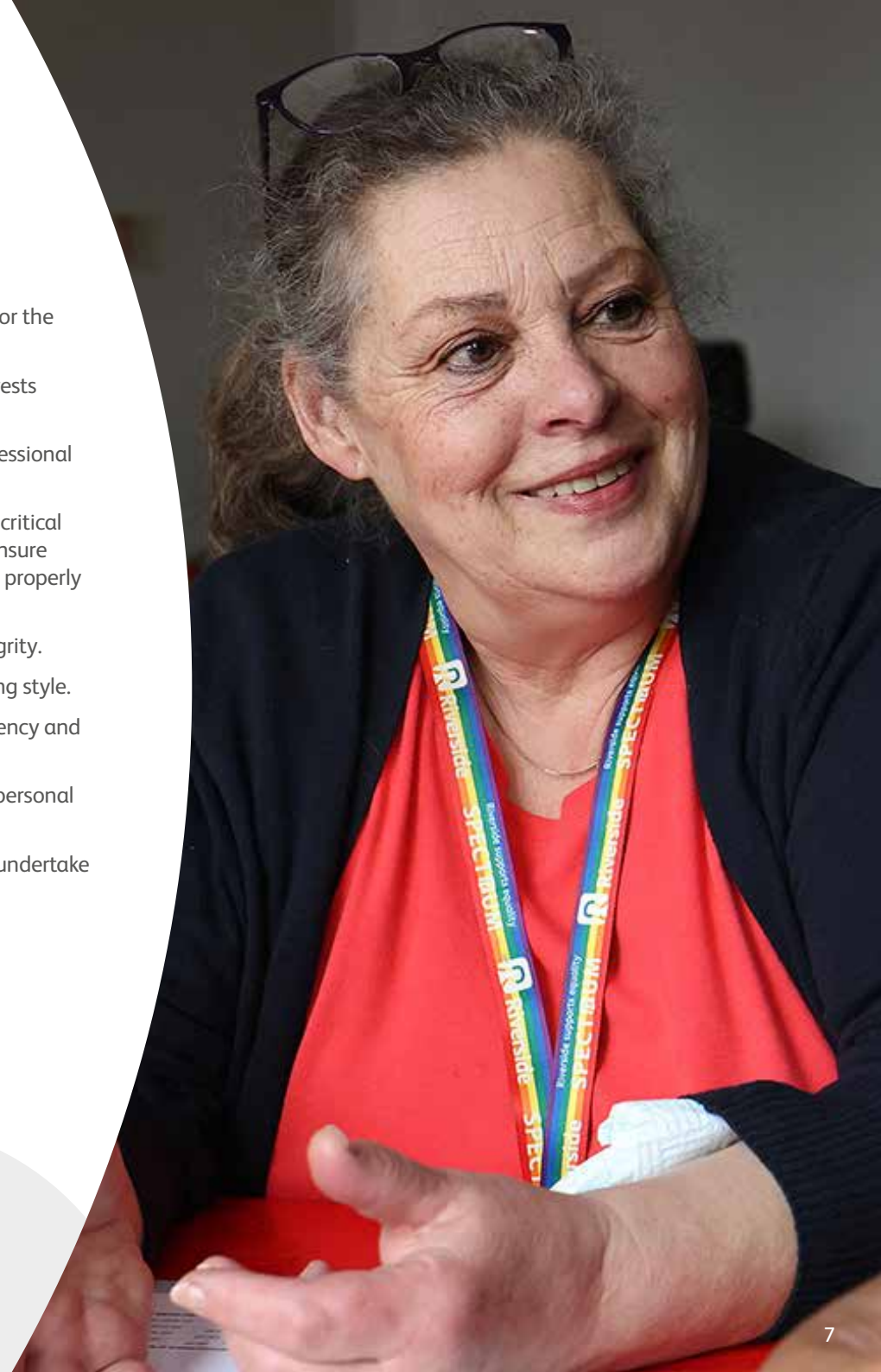
- Advises the Board on significant technical or complex treasury issues.
- Assists the Group Board in understanding the implications of treasury risk for the Group and ensuring that such risks are adequately mitigated.
- Makes decisions on behalf of the Board with regards to day-to-day operational treasury matters that require higher level approvals, in accordance with the delegated authority provided by the Board to the Committee for such activities.
- Recommends to the Group Board, the Group Treasury Strategy and oversees its implementation, recommends to the Group Board the Group Treasury and Investment Policies; interest rate risk management instruments i.e. derivatives; approval of specific loans and other finance facilities.
- Reviews quarterly treasury reports ahead of submission to the Group Board.
- Discharges any other responsibilities relating to the treasury affairs of the Group as required from time to time by the Riverside Group Board including the restatement of existing facilities or borrowings where no new security is required.



The role of committee member

Committee members will:

- Apply their skills, knowledge and experience to actively contribute to the committee's work in discharging its responsibilities as set out in the Terms of Reference for the committee.
- Support and constructively challenge, as necessary, the Group's Executive Team and other officers.
- Attend functions, away days and other meetings as required from time to time.
- Undertake induction and appraisal activity in line with the Board's agreed programme.
- Keep their knowledge and skills up to date, taking part in appropriate learning and development activities that aim to maintain and develop competence and improve performance.
- Promote and champion the organisation's values.
- Establish and maintain constructive working relationships with non-executive colleagues, executives and officers.
- Attend, prepare for and participate in Committee meetings.
- Comply with the Group's Code of Conduct and the Board/Committee Member Agreement for Services.
- Display passion, energy and enthusiasm for the role and for Riverside's vision and values.
- Be committed to working in the best interests of current and future residents.
- Be a strong leader with personal and professional credibility.
- Be confident in making independent and critical judgments and in facilitating debate to ensure risks and alternative courses of action are properly considered.
- Possess a high degree of probity and integrity.
- Work in a collaborative, open and engaging style.
- Be committed to accountability, transparency and equality of opportunity.
- Be self-aware and open to feedback and personal development.
- Be able to commit the time necessary to undertake the role to a high standard.





Person specification

Knowledge and experience

- An understanding of the role and function of a treasurer.
- An understanding of or interest in the purpose and ambitions of the social housing sector and a willingness to learn and develop in this field.
- Familiarity with the key financial risks a treasury team addresses.
- Understanding of appropriate methods for mitigating financial risks (including treasury policy and strategy setting and use of financial instruments).
- Knowledge of derivative contracts, what they are and how they are used (especially interest rate contracts).
- Ability to talk knowledgeably about risk appetite and apply previous experience to the situation of Riverside and the whole sector at the moment.
- Demonstrate a willingness to make recommendations to support business growth aspirations while protecting the fundamental core objectives of the charitable nature of Riverside.
- Ability to analyse significant amounts of complex information and pull out the fundamental issues.

- Recent senior level experience of how a treasury department works.
- Experience in sustainability and working towards zero carbon.
- An understanding, or willingness to develop knowledge of governance and how committees operate and add value.
- An understanding or willingness to develop knowledge of how a Registered Social Housing Provider operates.

Skills and abilities

- Apply your own specialist knowledge appropriately.
- Analyse significant amounts of complex information, debating and challenging as necessary.
- Assess the risks of proposed courses of action.
- Make independent and critical judgments, while recognising the need to reach consensus based on compromise.
- Develop and maintain relationships with others.

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 Treasury Committee scheduled meeting date

— 22 April 2024, (other dates to be confirmed , likely 2/3 meetings per annum)

Please note this date may be subject to change and that other meetings may be required between now and this date.



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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and General Counsel

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A charitable Registered Society under
the Co-operative and Community
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