



Homes  
England

## Welcome



**Mark Henderson**  
Change Committee Chair



**Peter Freeman**  
Chair

### Dear Candidate

Homes England was established by Government to increase the supply of quality homes, improve affordability and help create stronger, more liveable places. More than that, it was created to change people's lives.

In the current challenging market, Homes England's role has, perhaps, never been so important. We are working to galvanise a housing-led recovery and help fulfil the Government's housing and regeneration aspirations, connecting with other ambitious organisations and using our resources to work strategically across the country to create jobs, homes, and long-term partnerships in places.

To add resilience to our governance during a period of change we wish to appoint a **Digital/Technology Expert** for our Change Committee for a 2 to 3 year Term.

If you believe you have the experience and qualities we are seeking, we look forward to receiving your application.

Thank you for considering supporting our Change Committee. Good governance is central to ensuring Homes England makes the best decisions to deliver the Governments priorities. We have excellent Board and Committee Structures. Thank you for your interest in making us even stronger.

# Homes England



Homes England is a 'non-departmental public body' sponsored by the Ministry of Housing, Communities and Local Government (MHCLG)

Homes England plays a key role in delivering the government's housing and regeneration agenda

Our ambition is to work in collaboration with equally ambitious partners to deliver the homes and places that our communities need, and to support the regeneration of our towns, cities and rural communities.

We have significant tools at our disposal. We own over 9,000 hectares of land and have billions of combined capital spend (loan, grant, equity and guarantees) to deploy by March 2027, the quantum to be updated in June 2025 at the Spending Review. We also have a range of statutory powers that we can use to deliver our objectives. In addition, we have the expertise to broker private sector investment, convene stakeholders, facilitate collaboration, improve quality across the industry and champion good practice.

We can collaborate in a unique way between Government and the public and private sectors. We're unified by our determination to embrace this crucial opportunity to help solve one of the country's most intractable domestic policy issues.

You can read our latest Annual Report & Financial Statements [here](#).

## A bit more about the role

The Board is composed of Non-Executive Directors and the Chief Executive (who also serves as the Accounting Officer). The Board is currently led by Peter Freeman, who was appointed to this role by the Secretary of State in December 2020. He is retiring soon and a successor is due to be appointed in Spring 2025. A full list of current Non-Executive Directors, and those who served throughout the last year, is on our [Governance page](#).

The role of our Board is to provide strategic leadership and to promote our long term, sustainable success. Our Board has statutory responsibility for exercising our functions while working closely with the Ministry of Housing, Communities and Local Government to ensure the delivery of our strategic objectives. In accordance with good practice, the Board has established a number of committees, including the Change Committee. The Committee supports the Board in fulfilling its responsibility for reviewing the assurance from the Executive and making relevant decisions in respect of change programmes and projects.

As an Independent Expert you will provide independent advice, expertise and guidance to the Committee as it carries out this important role.

Generic information about the role of non-executives in Government is provided in the Cabinet Office's [Code of Practice on Corporate Governance in Central Government departments](#).

## Key Responsibilities of Change Committee

1. To review and comment on management assurances that all business change projects or programmes of projects align to the Strategic Plan and Organisational Blueprint and that the overall plan for change is deliverable and refer matters back to the Executive where necessary for further clarity where there is no alignment;
2. To oversee all projects/programmes submitted to it by the Executive with a view to ensuring that they have measurable benefits and achieve the overall budgets and that the investment delivers value for money;
3. To review business cases for new projects/programmes including their cost benefit analysis and to approve such projects where the budgeted cost is in excess of the delegation to the Change Portfolio Executive of £5million total project value or for projects of high complexity and impact;
4. To receive highlight reports from the Executive on the status of all projects/programmes confirming whether they are on track and detailed reports on those that are not on track;
5. To endorse decisions to stop or amend a project or programmes including prioritisation, on executive recommendation and impact assessment;
6. To receive reports from the Executive on lessons learned from project or programme closures;
7. Without limitation to the above responsibilities, the Committee shall receive reports from the Executive and oversee all projects/relating to organisational culture change.

## Change Committee – Expert in Digital and Technology transformation

We are looking for a candidate who has credibility and stature as a qualified expert in **Digital and Technology transformation** in organisations of scale and complexity.

All candidates must demonstrate, in their CV and supporting letter, how they meet the selection criteria for the role, through their knowledge, skills and experience.

### Selection Criteria:

- Proven experience in digital transformation within large organizations, preferably in housing, infrastructure, or public sector.
- Strong understanding of emerging technologies (e.g., AI, data analytics, cloud computing, automation) and their role in modernizing housing and infrastructure.
- Experience in enterprise architecture, IT governance, cybersecurity, and data strategy.
- Experience in leading and advising on digital change at a senior or board level.
- Ability to assess and challenge digital strategies, investment decisions, and technology risks.
- Experience ensuring data security, digital ethics, and responsible AI governance.

# Outline Terms and Conditions

## Remuneration:

£10,000 per annum. This remuneration is treated as employment income and will be subject to tax and National Insurance contributions, both of which will be deducted at source under PAYE before you are paid.

## Time Commitment:

Your time commitment is expected to be a minimum of 1 day per month (including preparation, reading and attendance at meetings). There are six scheduled Change Committee meetings per annum.

## Term:

This appointment will be made for a period of 1 year, extendable annually for up to 3 years.

## Location:

Change Committee meetings are usually held in-person in London, although there are facilities to permit hybrid meetings, with attendance by Teams.

## Expenses and Subsistence:

Reasonable travel and subsistence expenses incurred on Homes England business will be reimbursed in accordance with Home England policies.

## Conduct:

Independent experts will be expected to act in accordance with:

- The principles set out in the Cabinet Office's Code of Conduct for Board Members of Public Bodies. The Code sets out, clearly and openly, the standards expected from those who serve on the boards of UK public bodies and will form part of individual members' terms and conditions of appointment;
- The Seven Principles of Public Life

## Nationality:

You must have a right to work in the UK, there must be no employment restrictions, or limit on your permitted stay in the UK.

## Annual Performance Review and Reappointment:

Annual performance reviews are expected to be undertaken.

Reappointments are not automatic and will only be considered subject to satisfactory performance reviews.



## How to Apply

Please submit your application to our Company Secretary [Peter.Judge@HomesEngland.gov.uk](mailto:Peter.Judge@HomesEngland.gov.uk)

1. **Curriculum Vitae** (*maximum 2 pages*). Include your education, professional qualifications and full employment history.
2. An accompanying **Supporting Letter** (*maximum 2 pages*). Please tailor setting out your suitability for the role and how you meet the Selection Criteria. We suggest you use specific examples to demonstrate how you meet the Criteria. If you can offer the experience in more than one of the areas referenced above, there is no need to submit more than one supporting letter against the criteria - just clearly reference and example those Criteria in a single supporting letter.
3. **Application and Diversity Information Form** This is an online form – a link will be sent to you after your application is received.

You should declare any potential issues including conflicts of interest (perceived, potential or actual), this includes your personal or professional history that could, if you were appointed, be misconstrued, cause embarrassment to Homes England, MHCLG or HM Government, or cause public confidence in the appointment to be jeopardised. The Panel will explore your declarations during the interview process. Failure to disclose such information could result in an appointment either not being made or being terminated.

You will receive an automated acknowledgement of your application.