

Board Member: Role Profile



As key decision makers, our Board Members play a vital role in upholding our values, ensuring compliance and helping to shape the strategic direction of Eastlight. We are seeking individuals with a passion for good governance, co-design, a commitment to excellence and a desire to drive positive change.

Position: Board Member, reporting to our Interim Chair, Chris Cheshire

Pay: Currently £10,000 a year, paid monthly

Term: In line with the NHF Code of Governance, Board Members have two, three-year terms (i.e. six years). Each Board Member will have an annual review.

How to apply

Visit <https://careers.eastlighthomes.co.uk/search>.

See page 11 of our Board Member Recruitment Pack for more details.

As a Board Member, you will:

- Act on behalf of the Board and in the best interests of Eastlight, representing the organisation in an appropriate manner. You will use your skills and experience to contribute to an effective Board, and to the Committee(s) to which you are appointed
- Act within Eastlight's constitution and comply with the statutory and regulatory requirements of a Board Member
- Uphold and promote the core policies, purpose, values and objectives of Eastlight, including its commitment to equality, diversity and inclusion
- Be appointed to join two Eastlight committees to help us deliver our strategic outcomes.

Person Specification

We welcome applications from those who can demonstrate a combination of the skills and experience and personal attributes listed below.

We have specific skills and experience areas we would like to strengthen on our Board. If you are able to demonstrate skills in one or more of these areas, it would be an advantage. For people who are considering their first Board Role we are also encouraging applications from candidates without Board experience.

Experience, Knowledge & Skills

Specific skills we'd like to strengthen on our Board:

- Information Governance/Data Governance/Data Quality
- Resident Engagement/Involvement
- Treasury Management
- H&S -corporate/workplace focus

General skills and experience required:

Essential

- Leadership experience
- Good interpersonal and analytical skills
- Resident - and community-focused
- Strategic thinking
- Business acumen
- Related industry experience or understanding of the issues and challenges facing the social housing sector
- Guiding organisations to meet their strategic objectives and outcomes.

Desirable

- Business strategy
- Business transformation
- Experience within strategic financial management, such as company business planning and budget setting
- Risk-based approach to decision making and analysis.

Personal Attributes

You will be expected to demonstrate the following at interview stage:

- Ability to apply specialist knowledge appropriately
- Ability to apply critical thinking to evaluate proposed courses of action
- Eagerness to learn and stay updated on social housing issues
- A team player, able to build great relationships within Eastlight and with our partners
- Honesty and professionalism
- A passion for listening to people's needs, collaborating and challenging constructively
- A respect for different opinions during difficult conversations, and an ability to find a 'middle ground'
- Analytical skills, with an ability to understand performance data – including financial performance, risk and other technical information – to inform decision making
- Ability to commit the necessary time to do the job well (3 days per month for meetings and related activities)
- Ability to carefully consider the impact of your decisions on residents and future business outcomes
- Willingness to represent and positively promote Eastlight.

Key Strategic Responsibilities:

Strategic Direction: Contribute to the development and implementation of Eastlight's Corporate Strategy, ensuring alignment with its values and principles.

Governance: Uphold and promote good governance practices, adhering to the principles in the Governance Framework, as well as regulatory and statutory requirements.

Risk Management: Participate in the identification, assessment and monitoring of risks to Eastlight, ensuring mitigation strategies are in place.

Financial Oversight: Provide oversight of Eastlight's financial affairs, including business plan and budget approval, scrutinising reports and ensuring sound financial management practices.

Stakeholder Engagement: Engage with stakeholders – including residents, community members and partner organisations – to form positive relationships and represent Eastlight's interests.

Performance Monitoring: Monitor Eastlight's performance against strategic objectives, key performance indicators (KPIs) and regulatory requirements.

Policy Development: Contribute to the review and approval of key policies.

Organisational Development: Support initiatives aimed at enhancing Eastlight's capacity, effectiveness and sustainability, including succession planning.

Key Functional Responsibilities:

Participation: Engage in group decision-making processes, participating in discussions and challenging viewpoints when necessary to ensure consideration of all perspectives.

Compliance: Ensure compliance with Eastlight's adopted Code of Governance (NHF Governance Code 2020) and NHF Code of Conduct 2022, our Governance Framework, Financial Regulations and organisational policies.

Analysis: Use skills and knowledge to analyse issues presented to the Board, offering informed insights to improve decision making.

Integrity: Uphold integrity in all aspects of Eastlight's activities, maintaining high ethical standards and promoting transparency.

Specialist Contribution: Apply specialised knowledge and expertise where appropriate to assist the Board in making well-informed decisions.

Relationship Building: Develop positive relationships with Eastlight Board Members and its Executive Management Team to enable effective governance and decision making.

Professional Development: Attend induction, training and performance review sessions, and other such sessions or events, as are reasonably required.

Collaborate: Together with the Chair, identify personal development needs and strive to enhance skills and knowledge relevant to the role and responsibilities of a Board Member.