



# **Nomination Pack**

## **Board Directors**

## **Board Director Role Profile**

The Northern Housing Consortium (NHC) is a not-for-profit membership organisation. Its strategic vision is to be unrivalled in supporting its membership to make the North a great place to live. The NHC Board drives the organisation to help make this happen and the Board Directors are expected to act in the best interests of the NHC.

The ideal attributes for a Board Director of the NHC are:

- The ability to act as an ambassador, advocate and to promote the NHC.
- The ability to understand issues and to identify the central points requiring Board decisions.
- Sound judgement.
- The ability to challenge in a constructive way.
- The ability to influence through clear communication and persuasiveness.
- Good interpersonal skills and the ability to manage conflict.
- Forward thinking; the ability to anticipate and be aware of new trends.
- The ability to think strategically and to understand the role of risk assessment and control.
- Financial and commercial skills sufficient to ensure understanding of the organisation's progress against predetermined goals.
- Integrity and high ethical standards demonstrated in practice.
- Sufficient time to prepare for and attend all meetings; training and events as is reasonable.

## **Board Director Skill Sets**

The Board have agreed a definition of the Purpose of the role of Director, and then also a set of Objectives for the role.

### **Purpose**

To work in partnership with Board colleagues, the Executive and stakeholders to contribute breadth of experience, expertise and insight to the development of NHC's business strategy and objectives to ensure the long term sustainability of the company to the benefit of its members.

### **Objectives**

The Board Director will contribute directly to:

- The development of a robust business plan and strategic objectives for the company.
- Adding value to consideration of "future facing" issues the NHC must address.
- The commercial success of the enterprise.
- Demonstrating the principles of good governance.
- Productive and mutually beneficial relationships with stakeholders.
- Membership satisfaction and staff wellbeing.

With these in mind, the following skill sets are targeted across the Board as a team:

### **Skill Sets**

- Strong track record of capability at board level, including such attributes as motivation, strategic thinking, leadership, team working, the analysis of complex data and decision making, and an awareness of key equality issues.
- Financial knowledge and understanding, covering internal control, wider corporate financial issues, business planning and financial analysis skills.
- Risk assessment and management in a range of circumstances and taking account of both financial and other risks to a commercial, but non-profit distributing organisation.
- An understanding of performance management and the contribution to be made at Board level to the effective delivery of services and to achieving continuous improvement.
- Knowledge of various approaches to effective governance and an understanding of relevant legal issues.
- A wide knowledge of all aspects of housing, from regional issues to national ones. This would incorporate all branches of the industry – social, market rented, owner occupied and all professional specialisms – housing management, construction, regeneration, maintenance and asset management.
- A strategic understanding of how markets work and the factors which drive them, including, but not limited to housing markets.

- An up to date and wide ranging awareness of the policy and operating environment relevant to the NHC, both in government and across relevant commercial activities. An awareness of the value of professional networks and the ability to maintain them.
- Commercial awareness and experience of developing commercial products, getting them successfully to market and producing a profit.
- Organisational and human resource development demonstrating a high level of experience of successful organisations and talent management.

### **Conditions for nominating candidates**

You are able to nominate as many candidates as you wish subject to the following:

- the nomination must be seconded by another named Full Member.
  - the nominee must be prepared to accept.
  - nominations must be from officers of Full Member organisations only (Local Authorities and Registered Providers in the North) in line with the Consortium's Articles of Association.
  - all nominees will be required to complete an application form and submit a short formal statement in support of themselves.
1. You are not restricted to only nominating candidate(s) from your own Sub-Region.
  2. Directors who are successful in being elected stand for a three-year period and can be available for re-election for a maximum term of six years.
  3. Directors do not receive any remuneration.
  4. The Board will seek to ensure a regional geographical balance of Board Directors across the Northern Region subject to obtaining the relevant skills among Board Directors which are perceived to be required (a Board Director Skills Set and Role Profile are included for information).
  5. The Board comprises of no more than twelve Directors from the Sub-Regions i.e. North East, North West, Yorkshire and Humberside.
  6. A postal ballot will be held (if necessary).
  7. In the event of a tie, lots will be drawn under the supervision of the Consortium Chair.

# Nomination Form

## 1 NOMINATION

|              |  |
|--------------|--|
| Name         |  |
| Job Title    |  |
| Organisation |  |
| Email        |  |

## 2 NOMINATED BY

|              |  |
|--------------|--|
| Name         |  |
| Job Title    |  |
| Organisation |  |
| Email        |  |

## 3 SECONDED BY

|              |  |
|--------------|--|
| Name         |  |
| Job Title    |  |
| Organisation |  |
| Email        |  |

I can confirm that the nominee is prepared to accept the post of Director if elected.

|        |  |            |  |
|--------|--|------------|--|
| Signed |  | Print name |  |
| Signed |  | Print name |  |

Please return completed form to [governance@northern-consortium.org.uk](mailto:governance@northern-consortium.org.uk) by **Tuesday 1<sup>st</sup> September 2020**