

## Brighter Futures Recruitment Pack Board Roles

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March/April 2024





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## WELCOME FROM SIMON WILSON, CHAIR



**Simon Wilson** | Chair, Brighter Futures

**I'm Simon Wilson, Chair of our Board. I am really pleased that you are reading this information pack as a prospective future Board member and colleague.**

The organisation has been through a significant period of change and transformation, emerging at the beginning of 2025 with a streamlined, focused, fit for purpose operating model. We have also achieved setting out a clear strategic, direction of travel, clarity of purpose and identity, which are outlined in our new Corporate Values and Corporate Plan.

The next phase of our journey, also includes an ambitious but sustainable growth plan, and embedding strategic partnership working to enable us to achieve our outcomes.

I want us to build on current foundations by bringing in individuals, who can contribute effectively, but work collegiately, and collaboratively with others, for the collective good of the organisation.

It is within this context that I invite you to take a look through who we are and who we are looking for.

## A LITTLE BIT ABOUT BRIGHTER FUTURES

**Brighter Futures is a registered provider of social housing, providing supported accommodation and outreach support. With our partners, we deliver a wide range of community-based support services. We work with people who have complex needs, providing innovative and effective solutions through a person-centred pathway.**

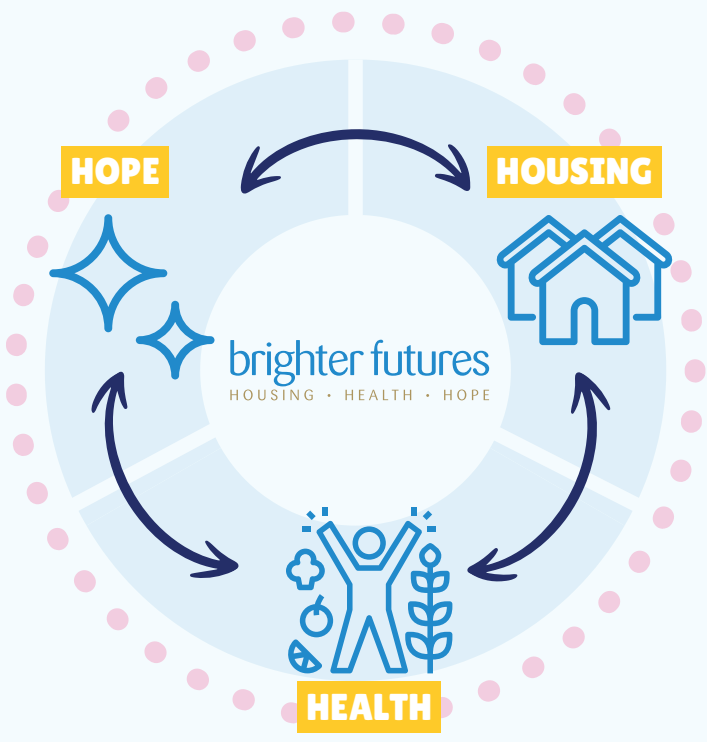
We want everyone to have a place to call home, where a person can live safely and be supported to promote their own health and wellbeing and fulfil their potential.

In 2024 we celebrated our 50-year milestone, and in that time the organisation has established itself as a leading specialist provider of housing and other services to those with more complex needs. We have reflected on this history, and the positive differences we have made to many people in Stoke-on-Trent and wider communities. We know that our work and skills continue to be needed and that they have to evolve to meet current and new challenges. With a new Corporate Plan and clear direction of travel, this is an exciting time to join us.

If you are passionate about providing good quality and affordable housing and related services to make a difference in people's lives, we would love to hear from you.

**OUR VALUES AND ACTION STATEMENTS**

**OUR VISION**



**OUR VALUES**





## BOARD STRUCTURE

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**Simon Wilson**  
Chair



**Mark Pearson**  
Vice Chair



**Mike Jolly**  
Chair of Audit & Risk



**Halisha Kaur**  
Board Member



**Jeff Moore**  
Board Member



**Andrew Bell**  
Board Member



**Ben Widdowson**  
Chair of Nominations and  
Remunerations Committee



**Mofe Binitie**  
Board Member



**Carl Bridge**  
Board Member

## WHO ARE BRIGHTER FUTURES LOOKING FOR?

We are seeking to strengthen and expand our skilled Board with people who share our vision and passion for putting customers first and making a lasting difference to lives and communities. A background in the social housing sector is highly desirable, however, we also welcome applications from people with experience as a non-executive in the private, public or not for profit sectors. You will be familiar with the regulatory framework for housing, or be able to quickly understand these challenges, enabling you to effectively govern the organisation, particularly around customer service and accountability to residents.

You will be an experienced non-executive director (NED) and/or have senior management experience and be looking for your first NED role.

Would you like to join the Board of a dynamic business with a strong social purpose, focused on providing affordable homes, building supporting communities, inspiring hope?

Can you bring skills, knowledge, expertise, and a strategic approach to governance to help us achieve our goals?

## ROLE PROFILE & KEY RESPONSIBILITIES

**Responsible to:** Chair of Brighter Futures Housing Association Board  
**Responsible for:** Board members / wider staff across the Organisation  
**Location:** Three Counties House, Festival Way, Stoke-on-Trent

### Purpose of the Job:

- Responsible for working collaboratively so that the Board can set a clear strategic vision and work in alignment to our agreed values and mission, to enable BFHA to realise its strategic objectives.
- Contribute to providing direction, clarity and impetus to organisational plans, strategies and policies.
- Ensure BFHA has sound governance and financial viability, in line with regulatory and compliance requirements.
- Contributes to the promotion and positioning of BFHA across a range of stakeholder relationships, including engagement with our residents.
- Builds a highly effective relationship with the Board, CEO and the Executive Leadership team, providing support, motivation and challenge.
- Supports a Board and Executive Leadership culture that values respect for mutual roles, as well as placing a premium upon equality, robust commercial decision making, effective control, risk management, best practice, and innovation.
- Is an advocate to the organisation, contributes to the promotion and positioning of the organisation with the necessary range of external stakeholders.

### Key Responsibilities

#### Strategic Leadership

- Work across the Board team to ensure the Board sets its vision and that its obligations are fully understood and delivered.
- Work to good governance principles, so that the Board works to a high standard of performance and propriety, in accordance with legal and regulatory requirements.
- Able to promote the interests of Brighter Futures to local authorities, other stakeholder partners, the regulator of Social Housing (RSH), lenders, and other associated agencies.

#### Internal

- Has an excellent working relationship with the CEO and any committee chairs and is flexible in working with other members of the Board and Executive Leadership team.

#### Conduct of Board Members

- Attend Board meetings, taking opportunities to participate and express their views, contributing to high quality debate.
- Act as a committee member as required, working within the governance framework to make sure effective liaison as needed between the Board and your respective Committee.
- Ensure that the Boards receives professional advice when it is needed either from its senior staff or from external sources.

#### Developing the Board as a Team

- Ensure your participation in Board training and development, skills audits and succession planning discussions to support the refreshment and renewal of members as needed.
  - Take part in regular individual and collective appraisal of the Board as needed.
  - Contribute to ensuring that the Board work in accordance with BFHA's code of conduct and the National Housing Federation's Code of Governance.
  - Promote Board member cohesion, planning and learning with events and engagement outside the traditional meeting cycle.
- Relationship with CEO / Executive Leadership Team (ELT)
- Establish a constructive working relationship with the CEO, ELT/SLT and support a positive working environment between the Board and the ELT.
  - Support the ELT/SLT and take part in regular meetings
  - Ensure all parties act appropriately within agreed delegated authority.



## ROLE PROFILE & KEY RESPONSIBILITIES

### Person Specification

- Good governance / sector knowledge, likely to have significant exposure at Board level and / or extensive NED record.
- Insightful about Board and Executive relationships, understands the interface to support an effective framework of decision making and accountability.
- Track record of being a team player to deliver a strategic vision and objectives
- A background in social housing, is desirable but a passion for how good quality and affordable housing and related services can make a difference in people's lives is essential.
- A connection and understanding of social, economic, and political environment of Stoke on Trent and regions (eg West Midlands, the North West) is desirable, but a willingness to learn and understand the wider context for our core operating and potential growth areas will be welcome.
- Shares the vision and values of the organisation.
- Excellent communication and interpersonal skills, with an approachable and engaging style.
- Strong negotiator and influencer, able to work intuitively with a wide range of stakeholders and get buy-in.
- Sound commercial and financial acumen, able to interpret data and information.
- Able to manage risk without being risk averse.
- Able to make sound and balanced judgments and is comfortable with being held to account for those.
- Champions the rights of residents to be involved and be influential.
- Acts with integrity, places a high premium upon transparency and probity.
- Proactively demonstrates a strong commitment to equality, diversity, and inclusion.
- A personal and professional credibility that commands confidence.

### YOU WILL BRING

Vision and ambition to contribute to an ambitious plan for growth and a dynamic future in a time of both challenge and opportunity

Commitment to our values and culture

Commitment to the highest quality of governance in a challenging regulatory environment

Willingness to work with Board colleagues and the executive and senior teams to drive forward positive change

Commitment to supporting continuous improvement and providing high quality services

Commitment to working in a collaborative way, both within and outside the organisation

Diversity of thought is especially important around our Board table. We welcome applications particularly from under-represented groups. We are particularly keen to strengthen our Board with the following knowledge, skills and experience:

- Property, asset management, strategic health and safety, corporate and / or building safety
- Safeguarding and understanding the challenges facing vulnerable adults
- Finance and Treasury
- Information technology, data, knowledge and information management.

A connection with Stoke-on-Trent and understanding of the social, economic, and political environment of Stoke-on-Trent and surrounding area is desirable, but we also welcome applications from people who are willing to learn more about the areas where we operate.



## KEY TERMS, APPLICATION PROCESS & RECRUITMENT DATES

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The Role: Board Members

Remunerations: £4,500 per annum, plus travel expenses

Time Commitment: Circa 2 days per month, although some flexibility is a requirement of the post with some out of hours working to attend Board meetings and functions/ events and as relevant to the business. Board meetings are typically held early evenings (6pm) and will be face-to-face.

Terms of Office: The tenure length for a Board member is three years. This can be renewed subject to a satisfactory appraisal and the Board's skills requirements at the time. All members are restricted to a maximum of six years' continuous service (i.e. three terms, each of three years).



Closing Date for Online Applications: 25th April 2025

First Interviews: Candidates will be interviewed virtually by a Greenacre Director. The meeting to agree long-list candidates will take place on 09th May 2025. We will be in touch to let you know the outcome of your application by the end of this week.

Final Interviews (Final Interviews: x1 Day TBC either 15th May 2025 or 16th May 2025)



For an informal discussion regarding this role- please call or email Barry Forsythe on: 07715 409 001 or [Barry@greenacre-executive.com](mailto:Barry@greenacre-executive.com)

We are committed to promoting equality of opportunity and we welcome applications from all sectors of the community, particularly from under-represented groups and people with lived experience. Brighter Futures is an equal opportunities employer. [www.brighter-futures.org.uk](http://www.brighter-futures.org.uk)





## HOW TO APPLY

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## READY TO APPLY FOR THE NEXT STEP?



### To apply please:

- Provide a supporting statement detailing the reasons for your application and explain why you believe you are a suitable candidate for the position.
- Attach an up-to-date CV which includes your professional career, experience and education history with any breaks explained – we recommend that this is no longer than 3 pages.
- Please advise within your supporting statement if you are not able to make the scheduled interview date.

To find out more about Brighter Futures explore our website

**[WWW.BRIGHTER-FUTURES.ORG.UK](http://WWW.BRIGHTER-FUTURES.ORG.UK)**

### Brighter Futures

Three Counties House, Festival Way, Stoke-on-Trent, ST1 5PX

Tel: 01782 406 000

Web: [www.brighter-futures.org.uk](http://www.brighter-futures.org.uk)

Registered Society under the Co-operative and Community Benefit

Societies Act 2014: 21244R

Regulator of Social Housing (H4315)

**Name:** Barry Forsythe

**Email:** [barry@greenacre-executive.com](mailto:barry@greenacre-executive.com)

**Closing date:** Friday 25th April at noon

**Interviews:** Thursday 15th May / Friday 16th May (x1 day in person  
at Three Counties House, Stoke-on-Trent)

