



Board Members 2026

Candidate Pack





BOARD MEMBERS

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WELCOME FROM CHRIS FAWCETT, CEO



COME AND JOIN OUR BOARD....

Eden Housing Association is a high performing, community rooted rural housing provider with a proud and longstanding reputation for delivering tenant-focused services. We recently re-financed and have a plan to gradually increase our investment in our homes and services.

Based in the North Lakes (Penrith), we operate across the Eden Valley in North Cumbria, where we own and manage over 2,000 homes. This is a pivotal moment for our region, with significant opportunities to shape the future of affordable housing. The creation of the Cumbria Combined Authority this year, ahead of mayoral elections in 2027, brings new possibilities for influence and partnership.

We are passionately committed to our vision "To be a leading not-for-profit housing association providing places where tenants can live safely and well in good homes across rural Cumbria."

We are looking to appoint committed and enthusiastic Board Members to help Eden HA deliver our strategic objectives and manage risk.

Collaborating with local stakeholders and partners, you will be joining a team that consistently achieves amongst the highest tenant satisfaction results in the country.

Our strong culture and clarity of purpose drive us to maximise investment and deliver the best possible outcomes for our tenants. If you share our commitment to combining a strong social purpose with robust business thinking, we would be delighted to hear from you.

We are keen to make the candidate pool as broad as possible. We are therefore open to hearing from experienced, senior professionals, including those who have previously held Non-Executive Director roles, as well as individuals currently operating at director level or above who are seeking their first board appointment.

For one of the roles, we are particularly interested in candidates with experience in social housing, although applicants from other professional disciplines will also be considered.

Our Board brings together a diverse mix of skills, experience, and perspectives. As we prepare for our next regulatory inspection, we are especially keen to hear from candidates who have a strong understanding of good governance and risk management, alongside an appreciation of the specific challenges involved in delivering affordable housing in rural communities. Board members are required to attend six in-person Board meetings, three Committee meetings, and one in-person Strategy Day, actively participating in each event.

Comprehensive training and ongoing support will be made available to you as you transition into your new position. In addition to the allowance rate outlined in the Recruitment Pack, all necessary expenses will be reimbursed.



ABOUT EDEN HOUSING

Eden Housing Association is a successful small independent Registered Provider of affordable homes with a rural focus.

We were established in 1997 following the voluntary transfer of housing stock from Eden District Council.

We now operate chiefly across North Cumbria owning and/or managing over 2,000 homes for affordable rent or sale, and act as Managing Agents for Mitre Housing Association and Lyvennet Community Trust.

Eden Housing Association has a clear Strategy created with our tenants, stakeholders, colleagues and partners. It runs from 2024 to 2028 and responds directly to our tenants' needs:

GOOD QUALITY, SAFE AND AFFORDABLE HOMES – The priority for our tenants is to invest in homes by improving the repairs service, the energy efficiency of homes and maintain attractive homes in places where tenants want to live.

TENANT VOICE AND INFLUENCE – We will actively listen and support our tenants, improving services together.

HIGH PERFORMING AND RESILIENT ORGANISATION – To deliver our ambitions to tenants and their homes we need a modern and resilient high performing business.

Our homes are generally located in areas of strong housing demand and relatively high market values.

Most of our homes cater for general family needs, with around 10% specifically designed for older people.

Tenants and residents are at the heart of everything we do, and a range of opportunities are offered and continually refreshed for local people to get involved with our work. By listening and investing in our tenants' needs we maximise our value to tenants and the local community.

OUR VALUES





OUR BOARD

The Association's Board of Management serves to ensure that the Association operates effectively, having regard to its objectives and its legal and moral obligation to tenants, those in housing need and the communities in which it operates.

It is responsible for setting, monitoring and reviewing the overall aims, objectives and policies of the Association and overseeing its performance. It is supported by the Audit & Risk Committee, Governance & Remuneration Committee, and Operations and Consumer Committee.

Our Board Members

Our Board is made up of up to 12 Members who care deeply about the purpose of Eden Housing Association and the communities we serve. Board Members are appointed for the skills, experience and perspective they bring, as well as their understanding of the place we work in and the people who live there. Our area covers a mix of market towns and rural communities, including areas affected by rural poverty, and we operate in a region shaped by the opportunities and challenges of a super-ageing population.

Together, our Board reflects the diversity of our rural communities and brings a broad range of professional and lived experience. Board Members are united by a shared commitment to making a positive difference for our tenants and local residents, and by a belief that strong, thoughtful governance plays a vital role in supporting thriving communities.

Eden Housing Association is committed to continuing to strengthen the diversity of its Board, recognising our responsibility to listen to and represent all those with a stake in our work — including tenants, local communities and partners who share our ambition for high-quality, affordable homes in the area.

Further information about our current Board can be found on our website: www.edenha.org.uk

BOARD MEMBER - ROLE DESCRIPTION

The Board sets and drives the overall purpose, mission and vision of Eden Housing Association and oversees the effective operation of the organisation and compliance with legal and regulatory requirements. The Board provides strategic leadership and direction, shaping business planning and goal setting, monitoring performance and ensuring effective relationships with customers and other stakeholders.

Roles and Responsibilities of Members

The main responsibilities of each Board Member are to:

- Set the strategic direction of the organisation and establishing a framework for strategic delivery, approval, policy setting and planning;
- Monitor organisational performance and compliance in relation to agreed strategies, plans, budgets, controls and sector benchmarking;
- Seek assurance that Eden is consistently delivering value for money across its assets and resources;
- Ensure continued and consistent compliance with the Regulator of Social Housing's Regulatory Framework and adopted code of governance, the NHF Code of Governance (2020);
- Deal with any short-term business issues whilst remaining focused on the delivery of Board strategy and generating long-term sustainable value
- Ensure that the Board demonstrates effective governance, including ensuring financial robustness and responsible risk management
- Ensure that EHA has effective internal financial control systems including external and internal audit procedures and that they are monitored and reviewed
- Contribute to and share collective responsibility for the decisions made by the Board and its Committees
- Act responsibly and ethically in accordance with EHA's Code of Conduct – including declaring relevant interests
- Respect and ensure commitment to EHA policies including equality and diversity
- Uphold the values and objectives of Eden Housing Association (EHA)
- Prepare for, and attend, meetings, training sessions and other related events
- Respect confidentiality of information
- Ensure decisions and actions are in the best interests of EHA, its customers and other stakeholders
- Keep up-to-date with own specialist area of knowledge or expertise and with other relevant matters (eg current news and issues in the housing sector)
- Participate in individual and group appraisal of Board performance
- Work, on occasion, with other Board Members on Committees or Panels

BOARD MEMBER - ROLE DESCRIPTION

Board Member Person Specification

Board Members will need to demonstrate effectiveness in the following areas:

a) Personal Skills

- Excellent communication (written, verbal, listening) and interpersonal skills;
- Good organisational skills;
- Good judgment - ability to place organisational needs before personal interests;
- Analytical skills - ability to understand complex volumes and types of information and make independent and pragmatic decisions;
- Diplomacy skills – ability to provide views and feedback in a way which respects others;
- Ability to observe and respect confidentiality;
- Emotionally intelligent and resilient; self-aware with a desire to learn and improve, sensitive and empathetic when faced with difficult decisions;
- Ability to understand and apply principles of equality, diversity and inclusion;
- Able to build trust, act with integrity and have high ethical standards;
- Ability to challenge and seek assurance.

b) Self-Management & Development

- Prepare for and attend meetings and events where required;
- Demonstrate an interest in the social housing sector and a willingness to commit to sector values;
- Have the time commitment to discharge the duties required of a Board Member;
- Demonstrate interest in self-development and learning new skills;
- Take personal responsibility for ensuring knowledge is up to date in conjunction with any continuous Professional Development requirements.

c) Strategic Contribution

- Ability to apply wider business and environmental considerations in an operational context;
- Demonstrate business acumen in considering new opportunities and organisational change;
- Ability to evaluate and balance risk;
- Understand wider organisational goals and ambitions.

d) Team working

- Ability to problem solve, manage conflict, and operate constructively with fellow Board Members, and officers;
- Respect views and listen to the opinions of others;
- Formulate persuasive, informative and constructive challenge;
- Support principles of collective decision making;

BOARD MEMBER - ROLE DESCRIPTION

e) Analysis & Judgement

- Ability to understand and draw conclusions from written and verbal communication;
- Ability to analyse and understand data and information from a range of sources;
- Ability to consider differences of opinion and form appropriate conclusions;
- Ability to question fairness, transparency, assumptions, and approach;
- Ability to sense check presentation of information for compliance, accuracy, and completeness;
- Awareness and understanding of Risk Management;
- Ability to scrutinise and challenge performance of the organisation.

f) Knowledge & Experience

- Ability to articulate concepts relating to own specialist knowledge and expertise;
- Ability to make a constructive contribution to the organisation's key objectives and strategies;
- Creative and flexible thinker; open to new ideas, able to modify views and look for innovative solutions to problems;

Terms and Conditions

Remuneration

- £2,000 per annum (paid on a monthly basis).

Length of term

- Board Members are subject to re-election every 3 years, and can currently serve a maximum of 2 consecutive terms.

Commitment Required

- The time commitment for this role is estimated at around two days per month.
- Board meetings are held six times a year and Board Members may be invited to join committees that meet up to an additional three times per year. Our strong preference is for these meetings to take place in person, as this supports effective discussion, relationship-building and good governance.
- Board meetings are held every second month on a Tuesday starting at 4.00pm, and Board Members are expected to attend and actively participate, along with occasional additional events as required.
- We do operate in a hybrid way and are able to offer online attendance where appropriate. However, candidates should expect in-person attendance to be the norm rather than the exception.
- Our Board and Committee meeting dates for 2026 are available for download from the candidate microsite.



HOW TO APPLY

The role is being managed by our recruitment partner,
Allcroft Associates

For a confidential conversation, please contact

Jim Allcroft, Managing Director, E: jim@allcrofta.com
T: 07783 701 922



Applications should be made via email to jim@allcrofta.com and must include on separate documents:

A letter of application setting out your interest in the role

A comprehensive curriculum vitae (CV)

A completed Diversity form (available for download from our microsite)

Closing date for application: Friday 6th March 2026 at 12pm.

Final stage interviews will be held in person in April (Wednesday 15th and Thursday 16th)

Eden Housing is committed to equality, diversity and inclusion. We celebrate difference and welcome applications from people of all backgrounds. We aim to create a workplace where everyone can thrive and contribute to our mission. We warmly welcome applications from people of all backgrounds, identities and life experiences, including individuals from different ethnic communities, disabled people, LGBTQ+ people, and people of all ages, faiths and beliefs.