thirteen

Homes. Communities. Support.

Group Board Member

Candidate Pack

Location: Teesside

Salary: £10,500 per annum

ALLCROFT ASSOCIATES
EXECUTIVE SEARCH

Welcome

A message from Jane Earl

Thank you for your interest in joining Thirteen's Group Board.

We're a customer-focused housing association providing homes and support services across the North East, Yorkshire and Humber.

Today, we own and manage more than 36,000 homes, with over 1,600 colleagues providing services and support to around 100,000 customers.

We have a clear strategy to 2035 and a strong regulatory position, achieving the highest C1, G1 and V1 ratings in our last inspection. But there is always room to grow. The Board's role is not simply to oversee what is working well. It's to keep looking ahead, ask the right questions and make sure our decisions remain grounded in the lives, expectations and long-term interests of customers.

We're recruiting a new Group Board Member. We're looking to complement the Board's existing strengths with current expertise in governance, regulation and legal.

We're open to experienced non-executives and to people interested in taking on their first Board role. What matters is sound strategic judgement, the confidence to challenge constructively and a clear understanding of the distinction between governance and management.

A strong connection to, and understanding of, our operating area is important. Our Board Members spend time with us, understand our communities and combine support with purposeful challenge.

I hope this pack encourages you to find out more.

Jane Earl

Connected to place

We value Board Members who understand our operating area, spend time with customers and colleagues, and bring informed, constructive challenge.

About us

Homes, communities and support across the North East, Yorkshire and Humber

At Thirteen, we work together to provide quality homes, build stronger communities and offer individual support that gives people the freedom to live well. Most of our homes are in our Tees Valley heartland, with an expanding presence across the wider North East, Yorkshire and Humber.

36,000+ homes owned and managed	**100,000** customers supported	**1,600+** colleagues
2024–2035 Business Strategy	**C1 / G1 / V1** highest regulatory ratings	**Homes England** strategic programme partner

More than homes

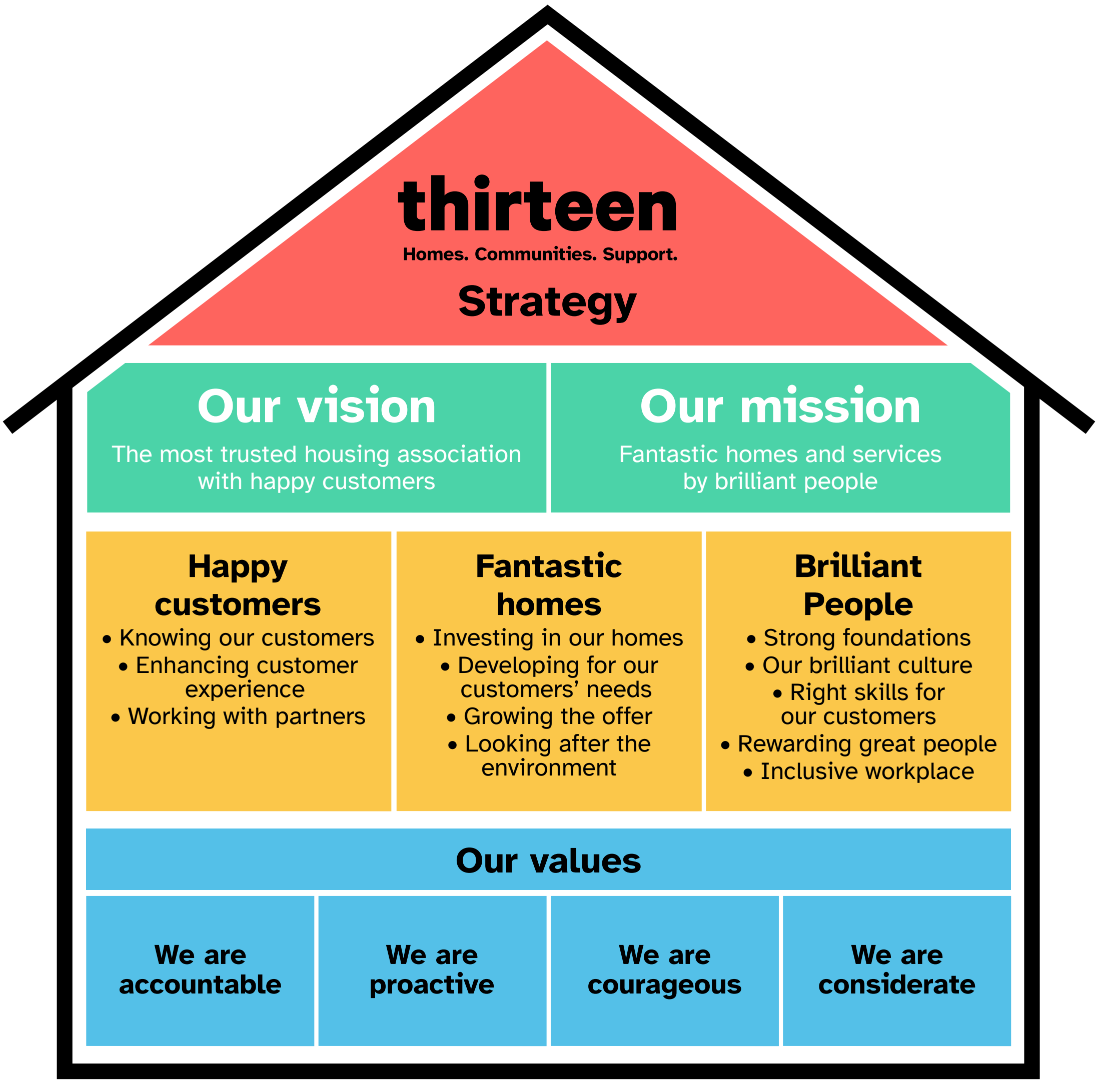
Thirteen Housing Group in its present form was established in 2014.

We don't just build and manage homes. We help people into work and training. We deliver services to prevent homelessness and support people affected by domestic abuse. We also take decisive steps to reduce our impact on the environment.

Strategy and values

A clear direction to 2035

Our Business Strategy 2024–2035 is designed around a simple vision, mission and 3 strategic priorities. The Board is responsible for keeping that strategy under review, testing whether we're moving in the right direction and seeking clear assurance on delivery.



What this means for Board members

- Keep the 3 strategic priorities connected rather than considering them in isolation.
- Test whether performance, investment and risk decisions are consistent with our vision, mission and values.
- Make sure current pressures do not distract from long-term thinking about homes, customers and communities.

A future-focused Board

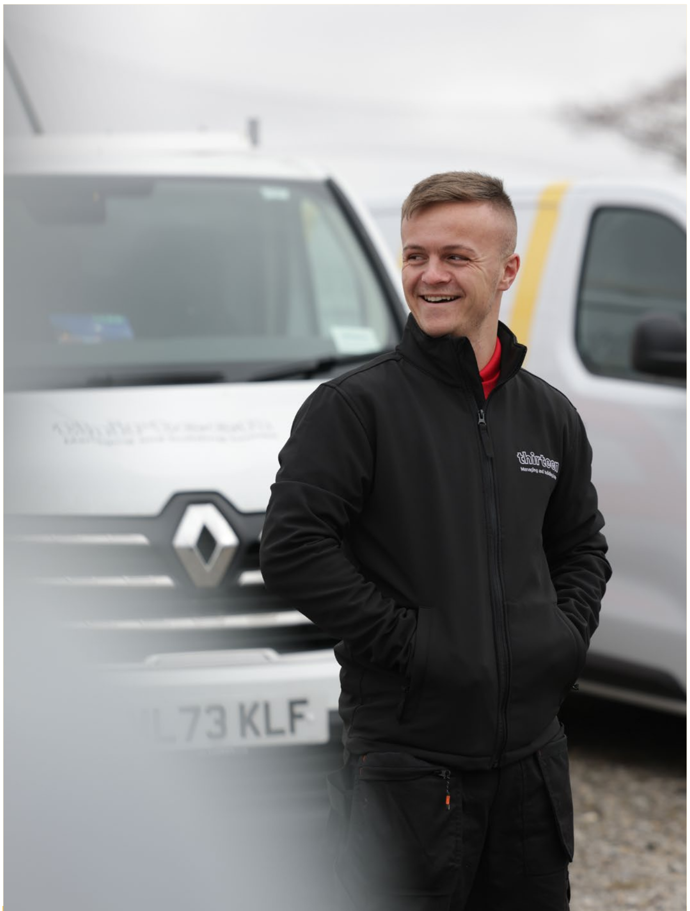
The Board must look beyond immediate performance and consider how customers, homes and communities may change over decades. That includes long-term investment, development, regulation, technology, affordability and the expectations of our future customers.

The Board opportunity

Why we're recruiting now

We're recruiting a new Group Board Member as part of our continuing approach to Board succession and skills planning.

The Board already has strong development and asset expertise. This recruitment is intended to broaden the collective skills around the table and strengthen the connection between Board and committee assurance.



The tone around the table

We're looking for the right blend of support and challenge. People who are direct when necessary, listen well and keep discussion focused on the issues that genuinely require Board attention.

Not a remote-only appointment

Board members are expected to engage with the organisation, spend time with customers and colleagues, and be present in the communities we serve.

What we're looking for

- Governance, regulation and legal expertise, ideally gained in housing, the regulated third sector or another complex regulated environment.

Current insight, not just past experience

We're looking for people who can bring up-to-date professional knowledge and contemporary practice to the Board. This may include experienced non-executives, but it could equally include a senior professional taking on their first Board role.

Connected to place

A meaningful connection to our operating area and an understanding of the communities we serve will be strongly valued. Candidates may live or work locally, have roots in the area, or demonstrate a convincing and practical understanding of its needs.

About the appointment

Group Board Member

Remuneration:
£10,500 per annum.

Location:
Middlesbrough / Teesside, with activity across Thirteen's operating area.

Term of office:
Initial term of 3 years.

Committee contribution:
Membership of one or more committees, with allocation agreed after appointment.

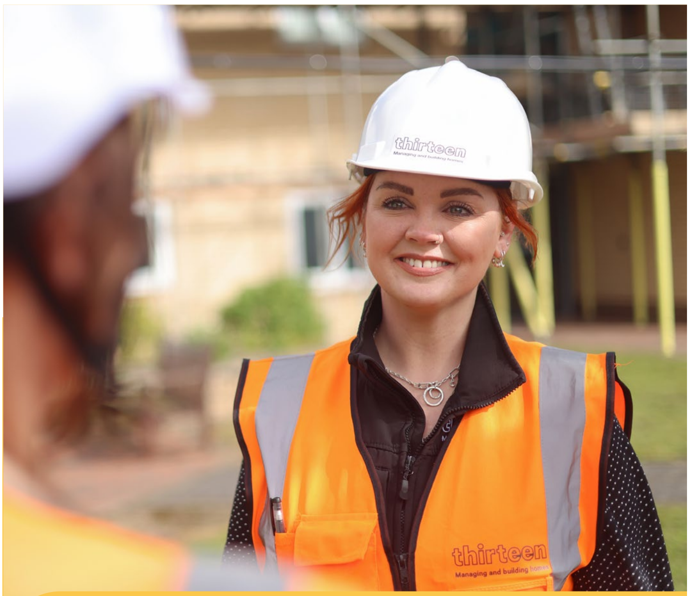
Meeting pattern:

- Approximately 15 days per year. Board and committee activity is mainly in person, with some early-evening committee meetings.
- Four Board meeting cycles per year.
- Annual review of accounts.
- Two Board Development/ Strategy Days per year.

Key dates:
The successful appointee will be invited to attend the Board Development Day in Hull on 13 October 2026.

First scheduled meetings:

- **Remuneration Committee -** 17 November 2026
- **Group Board -** 3 December 2026



Core responsibilities

- Contribute to the development, approval and oversight of our strategy, purpose and values.
- Hold the Executive Team to account for performance and seek robust assurance on customer outcomes, risk, regulation, financial resilience and delivery.
- Bring independent judgement to major strategic decisions while respecting the distinction between Board oversight and operational management.
- Use your professional expertise to strengthen collective decision-making and connect assurance across the Board and its committees.
- Champion the interests and voice of customers and the long-term wellbeing of the communities Thirteen serves.
- Prepare thoroughly, attend meetings and development activity, declare conflicts and uphold collective responsibility and confidentiality.

Skills profile

Governance, regulation and legal

This appointment is intended to add current governance, regulatory and legal insight to the Group Board and support the continued development of our governance and committee arrangements.

Essential experience

- Senior-level experience in law, governance, company secretarial work, regulation, risk or a closely related field.
- Experience gained in social housing, the regulated third sector or another complex regulated or public-interest environment.
- The ability to translate regulatory and legal issues into clear strategic implications for a Board.
- A practical understanding of assurance, accountability and proportionate oversight.
- Strong judgement and the confidence to ask direct, well-framed questions.

Useful additional experience

- Housing regulation or governance.
- Procurement, commercial contracting or wider organisational risk.
- Committee design, governance frameworks, nominations or remuneration oversight.
- Supporting Boards through governance change or a regulatory review.
- Operating as a trusted adviser to senior executives or a Board.

Who this may suit

You may be a practising lawyer, senior governance or company secretarial professional, regulator, risk leader or someone whose role sits at the intersection of these areas. You do not need to have served on a Board before, provided you can demonstrate strategic maturity and understand how a non-executive contributes without stepping into management.

How you will add value

You will help the Board connect regulatory and legal expectations with strategy, risk and decision-making, test whether assurance is sufficiently robust, and support clear, proportionate governance across the Board and committee structure.

What makes an effective Thirteen Board member?

Strategic judgement

You focus on the decisions and risks that genuinely require Board attention, rather than being drawn into operational detail.

Challenge with support

You're prepared to ask difficult questions, but you do so constructively and with the organisation's purpose in mind.

Assurance mindset

You know how to test evidence, follow a line of enquiry and judge whether the Board has enough assurance to act.

Current perspective

You bring up-to-date insight from your field and remain curious about changing expectations, practice and regulation.

Clear contribution

You listen, communicate succinctly and help meetings remain focused, proportionate and productive.

Connection to customers and place

You're willing to spend time in the organisation and understand the lived realities of customers and communities.

First-time Board members are welcome

Previous non-executive experience is not essential. We're open to talented senior professionals who understand the responsibilities of a Board and are ready to operate at that level. A comprehensive and tailored induction programme will be offered.

A broader and more representative Board

We're looking to widen the range of perspectives around the Board table. Applications are welcomed from people of different ages, socio-economic backgrounds, professional routes and lived experiences, particularly where those perspectives are currently underrepresented.

A practical test

Can you combine strategic perspective, current expertise and a real connection to place - then use all 3 to help us make better decisions for customers?

Board and committee structure

Thirteen's Group Board is supported by five committees that provide focused scrutiny and assurance. The diagrams below show the current Board, committee and group structures.

Thirteen Board
Chair -
Jane Earl

Finance Committee
Chair -
Andrew Wilson

Development and Investment Committee
Chair -
Barry Cummins

Audit and Risk Committee
Chair (outgoing)-
Bob Cuffe

Remuneration Committee
Chair -
Rob Goward

Customer Committee
Chair (outgoing)-
Katy Wilburn

Thirteen Commercial Services
Chair - Jane Earl

Thirteen Homes

GRD Board

THIRTEEN HOUSING GROUP LTD
(Community Benefit Society / Registered Provider)
(Registered no. 7522)
Community benefit society and exempt charity
Registered provider of social housing

THIRTEEN PROPERTY DEVELOPMENTS LTD
Company limited by shares
(Registered no. 05577930)

THIRTEEN HOMES LTD
(Development for sale and JV hub)
Company limited by shares
(Registered no. 03379796)

THIRTEEN COMMERCIAL SERVICES LTD
Company limited by shares
(Registered no. 04443871)

THIRTEEN SOCIAL ENTERPRISES LTD
(Currently dormant)
Company limited by guarantee
(Registered no. 07441772)

Committee responsibilities

Committee	Summary
Audit & Risk Committee	The Audit & Risk Committee provides independent assurance to the Board that Thirteen has effective governance, risk management, internal control and regulatory compliance arrangements in place. It oversees internal and external audit, strategic risk, financial reporting and assurance, helping to ensure the organisation remains well governed, financially sound and compliant with regulatory requirements.
Customer Committee	The Customer Committee focuses on the quality of services provided to customers, ensuring that customer voices influence decision-making and that the organisation delivers positive outcomes. It monitors performance against the Consumer Standards, Tenant Satisfaction Measures, complaints and customer feedback, helping to drive continuous improvement in customer experience.
Development & Investment Committee	The Development & Investment Committee oversees Thirteen's investment in new homes, existing homes and communities, ensuring development and asset investment decisions support the organisation's long-term strategy and provide value for money. It monitors major development programmes, asset performance, sustainability and building safety, ensuring investment delivers positive outcomes for customers and the business.
Finance Committee	The Finance Committee oversees the organisation's financial health, ensuring strong financial planning, treasury management and long-term financial resilience. It reviews budgets, business plans, funding arrangements, value for money and financial performance, helping to ensure the organisation remains financially sustainable and able to deliver its strategic ambitions.
Remuneration Committee	The Remuneration Committee oversees Board effectiveness, governance, leadership succession, organisational culture and remuneration arrangements. It ensures the organisation has the right people, skills and governance arrangements in place to support effective decision-making, strong organisational performance and compliance with good governance practice.

Selection process and how to apply

The appointment is being managed by Allcroft Associates

Application documents

- A comprehensive CV.
- A supporting letter explaining your interest in Thirteen and how your experience meets the relevant priority profile and common Board member expectations.
- A completed diversity monitoring form.

Selection process

1. Confidential discussion with Allcroft Associates.
2. Longlisting and shortlisting against the agreed skills profile.
3. A formal Board interview held in person on 25 September 2026.
4. Final approval and induction, including attendance at the Board Development Day in Hull on 13 October 2026.

Campaign timetable

The closing date and confirmed interview arrangements will be published on the campaign page. Formal interviews will be held in person in Middlesbrough in September 2026.

Equality, diversity and inclusion

We aspire to an inclusive culture and welcome a broad diversity of talent. In 2024, we received a Bronze Talent, Inclusion and Diversity Evaluation (TIDE) Award for our approach to embedding an inclusive working culture. Adjustments will be made for candidates with a disability, learning difference, medical condition or other individual need so that they can perform at their best during the selection process.

Jim Allcroft
07783 701 922
jim@allcrofta.com

Please contact Jim for a confidential conversation before applying.

Applications should be submitted by email and include the documents opposite.

For a confidential conversation

Jim Allcroft
Managing Director,
Allcroft Associates

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