Non-Executive Director

Candidate Pack

Wheatley Homes South

ALLCROFT ASSOCIATES
EXECUTIVE SEARCH

Independent Board Member

Non-Executive Director

Candidate Pack

Contents

Housing management, operational service delivery or accountancy

Welcome and about us

Thank you for your interest in joining the Board of Wheatley Homes South. We are seeking individuals with housing management experience gained within the housing sector. We will also consider those with operational service delivery experience in a parallel sector, such as the NHS or local government, and qualified accountants with finance experience.

Working with fellow Board members and the senior staff team, you will help set priorities, scrutinise performance and ensure that our plans are supported by sound finances and effective governance. Your experience will inform decisions that matter to customers and communities.

We are looking for people who will prepare thoroughly, contribute openly and offer constructive challenge. You will put the organisation and its customers first, while recognising the Board's collective responsibility for its decisions.

About Wheatley Homes South

Wheatley Homes South provides more than 10,370 affordable homes across Dumfries and Galloway. A not-for-profit organisation and registered charity, it is regulated by the Scottish Housing Regulator.

Part of Wheatley Group since 2019, the organisation combines strong local community ties with the resources and expertise of the wider Group. Tenants have a central place in its governance, with opportunities to influence the management of their homes and communities.

Its role extends across the towns and villages of a large and varied region. Investment in homes, responsive services and an understanding of local needs are therefore important considerations for the Board.

Organisation profile: Wheatley Homes South

Our purpose and strategic direction

Making homes and lives better

Wheatley Group's 2026–2031 strategy provides the wider context for the Board's work. It brings together investment in homes, services shaped around customers, support for communities and long-term financial sustainability.

Homes and neighbourhoods

Improve existing homes, increase the supply of affordable housing and work with customers and partners to strengthen neighbourhoods.

Personalised services

Use better communication, customer insight and digital capability to provide services that respond to individual needs.

Better lives

Work with partners to reduce homelessness, address poverty and help people access new opportunities.

Sustainable value

Maintain financial efficiency, invest in staff and protect the Group's standing as a trusted, ethical organisation.

Our values

The Group's values are Excellence, Inclusion, Ambition and Trust. They place emphasis on high standards, respect for different voices, innovation and doing the right thing.

For this Board role, that means testing the assumptions behind plans, keeping customers central to decisions and ensuring that the organisation has the resources and controls to deliver its objectives.

Further reading: Wheatley Group strategy 2026–2031

Role description

Non-Executive Directors share responsibility for the overall governance and strategic direction of Wheatley Homes South. The Board agrees the organisation's objectives and key policies, oversees financial viability and performance, and ensures that appropriate assurance and risk management arrangements are in place.

The implementation of strategy and policy is delegated to management. Board members provide oversight, support and constructive challenge, building an effective relationship with the senior staff team.

Strategy and leadership

Set the organisation's vision, strategic direction and intended outcomes within the context of the wider Group. Maintain a clear focus on customers and service users, and support the Chair in providing strategic leadership.

Contribute to the development of the business plan, test its assumptions and assess whether it will achieve the organisation's objectives. Encourage a Board culture in which differing views and constructive challenge are welcomed.

Board effectiveness

Review Board composition, performance and succession plans regularly. Take shared responsibility for the quality of discussion and decision-making, and for the effectiveness of the Board as a whole.

Financial viability and assets

Approve the annual budget and long-term business plan, ensuring that they support the corporate plan and the organisation's continuing financial viability.

Ensure that assets are safeguarded and managed efficiently and effectively, and that available capacity is used well to support long-term sustainability.

Performance and customer insight

Agree key performance measures and scrutinise delivery against plans, budgets, controls and Board decisions. Use performance information to identify where further challenge or assurance is needed.

Consider feedback from customers and stakeholders alongside performance data, and compare results with those of relevant organisations and activities.

Governance and person specification

Risk and internal control

Oversee the implementation of the risk management framework, including how risks are identified, reviewed, managed and mitigated. Agree the organisation’s risk appetite and capacity.

Review strategic risks arising from the internal and external environment, and receive regular reports on existing and emerging risks. Promote a culture that recognises opportunities, threats and uncertainty.

Determine policies and decisions where there is significant financial or other risk, or a material matter of principle. Obtain assurance that internal controls operate effectively.

Probity and transparency

Approve the audited financial statements before publication. Obtain assurance that the organisation operates lawfully and meets relevant legal, regulatory, reporting and performance requirements.

Ensure that appropriate policies and compliance procedures are in place. Review arrangements for transparency and openness periodically, taking account of developments in good practice.

The person we are seeking

We are seeking individuals with **housing management experience gained within the housing sector.**

We will also consider individuals with **operational service delivery experience in a parallel sector**, such as the NHS or local government, and **qualified accountants with finance experience.**

You should bring sound judgement, think strategically, assess information and challenge proposals constructively, applying your experience to the Board’s responsibilities and the organisation’s priorities.

Your contribution

The Board will look for a member who can:

- Put the interests of the organisation and its customers first in decision-making.
- Prepare for meetings, participate actively and work constructively with others.
- Maintain and develop knowledge of relevant issues and the sectors in which Wheatley operates.
- Understand the organisation’s policies and act in accordance with them.
- Represent Wheatley Homes South and the wider Group positively, including attending events on occasion.

Commitment and appointment

The role requires time for preparation, Board business and continuing development. You should expect to commit an average of 10 days each year.

10 days	3 years	Voluntary
Average annual commitment	Initial appointment	Expenses paid

Meetings and development

The expected annual commitment comprises:

- Six Board meetings, including reading and preparation.
- An annual strategy workshop.
- Two Group-wide events.
- Continuing Professional Development activity, as appropriate.
- An annual appraisal meeting with the Chair.

Members are expected to prepare for, attend and take an active part in meetings, and to maintain the knowledge needed to fulfil the role effectively.

Location

Board meetings are held at the Brasswell office in Dumfries, on Wednesdays from 10.30am to 12.30pm.

Appointment

The initial appointment is for three years. All Non-Executive Directors are required to enter into a service contract and sign the Code of Conduct.

Remuneration and expenses

This is a voluntary, unremunerated position. Expenses will be paid.

Personal commitment

You should be willing to participate in continuing development and to reflect on your contribution through the annual appraisal process.

How to apply

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

For a confidential conversation

Jim Allcroft

Managing Director

jim@allcrofta.com
07783 701 922

Your application

Please email your application to **jim@allcrofta.com**, including the following as separate documents:

A letter of application explaining your interest in the role and how your experience would contribute to the Board.

A comprehensive curriculum vitae setting out your relevant experience and achievements.

A completed diversity monitoring form. Please contact Allcroft Associates for a copy.

Please let Jim know if you need adjustments or support during the recruitment process.