



Join us
We're recruiting

Non Executive Directors: Co-terminous Boards
June 2025

Providing quality homes and services for better futures

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Find out more and apply

Join us

From the Chair

Welcome to Futures Housing Group and thank you for your interest in joining our Board. Futures is a successful and significant housing provider in the East Midlands.

This is an excellent time to join us as we launched our latest corporate plan in 2024, starting with our vision *Providing quality homes and services for better futures.*



Pauline Davis, Chair



Where we are

After a more than a decade of housebuilding, we already own and manage over 10,500 homes and serve more than 20,000 customers as well as their families and communities. Our core purpose is to provide social and affordable housing and play our part in increasing the supply of much-needed housing. We have top regulatory ratings for governance and financial viability. We have access to resources that will enable us to maintain our homes well and build even more thanks to hugely successful refinancing.

We have a strong voice in the East Midlands and we're proud to be a longstanding and active member of the National Housing Federation. We're also part of PlaceShapers, an alliance of over 100 community-focused housing associations that believe in being much more than landlords. And we're enthusiastic supporters of a range of national campaigns to serve our existing customers as well as to build more homes and provide affordable accommodation for future customers.

Where we're going

Our strategic plans build on our successful track record with a renewed focus and energy on providing good quality and safe homes and great services for our customers. This doesn't simply mean getting bigger – it means getting much better too. We're transforming how we interact with our customers in a challenging economic environment through investing in new technology and increasing use of digital platforms. We're extremely proud of our latest In-Depth Assessment G1/V1 outcome and want to build on this by investing in the long term future of our customers, homes and communities. We want to continue looking for opportunities to continue growing and developing in our region.

Our Board has worked hard to ensure that we operate as one team. We're eager to strengthen this and recently completed a Board skills analysis. This identified a requirement for a non-executive director with data and digital skills. If this resonates with you and you want to help us to realise our vision, I look forward to receiving your application.

Join us

From the Senior Independent Director & Vice Chair

We're looking for energetic and gifted people who will bring diversity of thought to our boards and committees. You will help us govern our work, forge and guide our future strategy and monitor how we are doing.



Gary Middleton, Senior Independent Director & Vice Chair

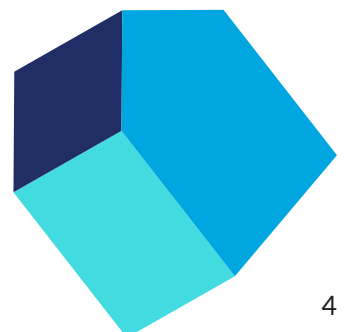
Vacancies

Some of our board directors have recently successfully served their full term of office and, after reviewing our skills framework, we want to further strengthen the Board in a few areas. We'll ensure that our new members have a great induction to help them hit the ground running and make strong contributions from the start. We're currently looking for:

Non-executive director

As part of our succession planning we're looking for new talent to join our Co-terminous Board (you will be appointed to four companies within the Group), in particular with skills focused on data and digital, both inside or outside of the housing sector.

We're looking for an impressive individual with the diversity, skills and experience we need to deliver our corporate plan and share our values and ambitions.



Our plans



Creating

healthy, sustainable communities.

Building new homes for

social rent
affordable rent
shared ownership
market rent.



Maintaining

a strong credit rating
with value for money
embedded throughout
the organisation.



Changing

through service and
digital transformation.



Raising

additional funding
for home building
and supporting local
community activities.

Investing

£30m on improvements
to existing homes
during 2024-25.



Delivering

skills and jobs
education and training
social enterprise
health and wellbeing
financial inclusion
digital inclusion.



About us

Our organisation and our work



We're a lively, innovative and growing social business, providing more than 10,500 homes and neighbourhood services across the East Midlands covering a patch stretching from Derbyshire to West Northamptonshire. Our vision is '**Providing quality homes and services for better futures**'.

We jointly own and operate **Access Training**, which boosts people's skills, employability and opportunities across the region. We believe in supporting and developing our teams and are proud holders of **Platinum Investors in People** accreditation.



Our history

Futures was formed over fifteen years ago through the merger of two registered providers of social housing - Amber Valley Housing Limited and Daventry & District Housing Limited. The first of these was set up in 2002 so our origins go back more than 20 years.

We were set up to provide high quality, safe and secure homes and excellent local neighbourhoods and services that make a real difference to the communities we serve. We are still doing this today.

Right from the start, we've understood the importance of offering much more than homes.

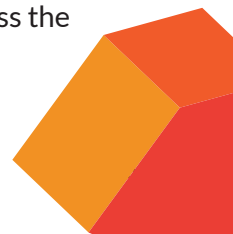
We have pioneered an impressive range of services and support for customers that cover employment, learning, health, community development, money advice and digital inclusion.



Our values

Our values are at the core of everything we do and form the foundation for the behaviours we expect our team members to adopt in their work. We updated our values in 2023 based on feedback from across the organisation and reflecting our journey forwards.

Our new FACTS values are: Flexible. Accountable. Customer-centric. Trusting. Supportive.



About us



Our current corporate plan contains seven core objectives focusing on:

- Customer experience
- Homes
- Development
- Business development & influence
- People & culture
- Digital, data & change
- Sustainability.

The Board approved our corporate plan in January 2024. It sets out our road ahead for the next few years. As a new board member you will play an important role in influencing this work. Find out more here: <https://futureshg.info/CP24>

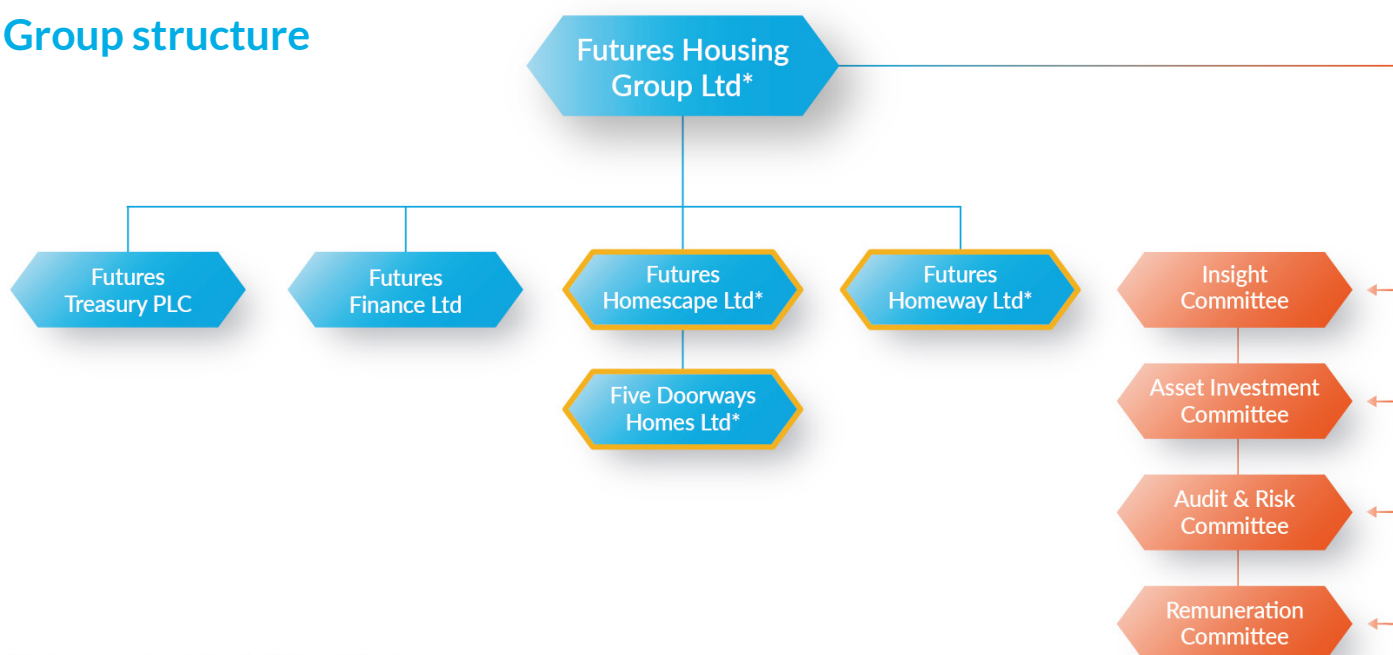
Our future

As a central part of delivering against the current corporate plan we are continuing to transform our services to make them effortless for our customers. With a diverse asset base, highly satisfied customers (with sector-leading metrics) and a very healthy financial position, we're determined to continue our achievements to be a sector-leading housing provider. We want to develop new and efficient services and homes with imagination and flair and be even more of a leading force in housing people across the East Midlands.

To find out more about us, please visit www.futureshg.co.uk

Governance

Group structure



*Co-terminous Board of up to 12 Board Directors

CBS with charitable objects

Your role

As well as joining one of our committees, we'll expect you to contribute more widely to our governance and organisation through your general skills, knowledge and commitment. We will also look to you to be an ambassador for Futures. We have set out below, and on the next few pages, information on what we're looking for to help you in your application to join our team.

Non-executive director

While we're looking for strong all round skills as set out later in this pack, the Board currently wishes to focus on someone who can bring the following strengths:

Data and Digital:

- Champions the use of digital technology and adoption of new ways of working, recognising value for money achieved through making organisations more effective and robust
Recognises the horizon and has awareness of new technology, particularly AI, along with an awareness of digital technology roadmaps.
- Understands the need for single source of the truth, particularly in relation to both customer and property data. Prioritises the benefits that digital technology and innovation can bring to customers and employees.
- Understands the need for better system integration and simplification of systems



Remuneration

£9,161 per annum (reviewed annually).

Time commitment

Around 15 days a year, including:

- Four scheduled Board meetings (in person at our offices near Castle Donnington).
- Around six committee meetings (usually in person but some online).
- Two (in-person) Board away days.

Meetings generally take place during the working day and will usually be at Futures House, our office on the campus of East Midlands Airport, near the M1. Some meetings are held remotely through Microsoft Teams and while we prefer all members to attend meetings in the same way, we acknowledge this isn't always possible and we work hard to manage hybrid meetings where necessary.

Board directors and independent committee members are also expected to undertake development activities and keep up with what's going on within our sector, commensurate to the role.

Overall you'll appreciate our values-driven approach and will share our sense of social purpose with the conviction that running a great business is the best way to achieve it.

Whatever your background, we hope you are motivated to join us and make a social impact. We will nurture your enthusiasm and offer:

- Top quality performance.
- Annual remuneration reviews.
- Reimbursement of appropriate travel and other expenses.**
- Great colleagues to work with.
- Induction and access to development opportunities.
- Individual performance appraisal.
- IT equipment and connections if needed.
- Constant challenge and stimulation.
- The chance to make a real, personal difference.

Before you look at the enclosed role description and person specification, here's a quick checklist to help you decide if you're a Futures kind of person.

- Ambitious
- Determined
- Fun-loving
- Creative and quick-thinking
- Considerate
- Compassionate
- Confident
- Assertive



Board & committee

Role profile

Our boards and committees are together responsible for ensuring both our success and our compliance with all legal and regulatory obligations by directing and supervising each company's affairs.

The Board:

- ✦ Sets our vision, values and standards and ensures that we understand and meet our legal and regulatory obligations.
- ✦ Sets our strategic aims and ensures that we have the financial and human resources in place that we need to meet our objectives, and reviews management performance.
- ✦ Provides entrepreneurial leadership of the group within a framework of prudent and effective controls which enable us to assess and manage risk.
- ✦ Fulfils the functions set out in the articles of association and rules for group companies.

Responsibilities of a board director:

- ✦ To act as an accountable director of the Board.
- ✦ To contribute to the leadership and motivation of the organisation as part of an effective Board.
- ✦ To build a constructive relationship with and between other board directors and with our Executive Management Team.
- ✦ To contribute to setting and directing our strategy.
- ✦ To participate in group decision-making by contributing to debate and challenging the views of others where appropriate.
- ✦ To use skills and knowledge to analyse issues presented to the board.
- ✦ To be an ambassador for and represent Futures as appropriate.
- ✦ To ensure integrity in all aspects of the group's activities.
- ✦ To apply specialist knowledge where appropriate to help the board make decisions.
- ✦ To work with the Chair to identify personal development needs.

Board director role:

The role of a board director is to:

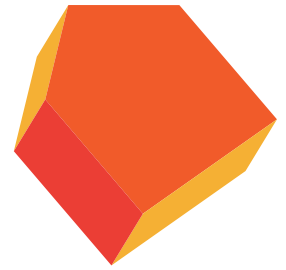
- ✦ Act on behalf of the Board and in the best interests of the Group.
- ✦ Contribute to a 'one team' approach while bringing your own diversity of thought.
- ✦ Represent the organisation appropriately.
- ✦ Use individual skills and experience to contribute to an effective Board.
- ✦ Comply with the statutory and regulatory requirements of a board director.

Governance duties:

- ✦ To uphold our values, objectives and policies as we fulfil our governance duties, acting within and in accordance with the articles of association or rules for each Group company.
- ✦ To contribute to and share responsibility for decisions of the Board (and/or any committee of which the board director is a director).
- ✦ To ensure compliance with statutory and regulatory requirements including, but not limited to, the requirements of the Economic and Consumer Standards under the Regulatory Framework.
- ✦ To attend induction, training and performance review sessions and other such sessions or events as reasonably required, including representing the group when requested.
- ✦ To ensure that we comply with the adopted code of governance and code of conduct, standing orders and financial regulations and any organisational policies relating to board director activity.
- ✦ To attend all Board meetings (and all committees of which the board director is a director) and to read board and/or committee papers (as applicable) before meetings.

Person specification

Board director



Experience

- 1** Track record of senior leadership and achievement within an organisation of a similar scale and complexity, whether in the commercial, public or third sectors.
- 2** Experience of being part of a Board or working with a Board, dealing with governance issues, ensuring high performance and good decision making.
- 3** A background of general management, with executive-level skills in finance, housing management or property development.
- 4** Effective work with a wide range of stakeholders, preferably to include national and local politicians, investors and funders, commercial partners, government bodies and agencies, and local communities and customers.

Abilities, skills and knowledge

- 1** Non-executive leadership: ability and vision to represent the organisation, contributing to a clear sense of strategic direction with an appreciation of the respective roles of the Chair, board, Chief Executive and other staff.
- 2** Customers: awareness of the needs and aspirations of current and potential residents and customers and of the communities where they live.
- 3** Communication: ability to present arguments with knowledge and understanding of the wider strategic context. Ability to represent and promote the organisation and to communicate effectively.
- 4** Working with stakeholders and partners: an ability to operate effectively at all levels, and to develop positive relationships that generate confidence and respect.

Personal attributes

- 1** Shares the vision, values and commitments of the organisation.
- 2** A decisive and effective decision maker who leads by example.
- 3** An open, engaging and enthusing style.
- 4** Personal and professional credibility that will command confidence at all levels across a wide range of stakeholder interests.
- 5** Able to work as a director of a team acting and thinking corporately with a collaborative style that engages at all levels and promotes positive relationships throughout the organisation and its partners.
- 6** Committed to the values of accountability openness, transparency and equality.
- 7** Has the time and energy needed to discharge the responsibilities of the post appropriately.

Interested?



To apply

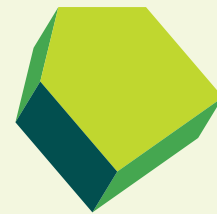
Please send an up-to-date CV and covering letter (limited to no more than two sides of A4) to **hannahsmith@neemarsearch.com or tomneely@neemarsearch.com**

In your letter, please say how you feel that your skills, experience and achievements match what we're looking for, and why you want to join us.

Please include details of two referees - we will only contact them if you are shortlisted.

Please help us by:

-  Telling us if you are related in any way to Futures Housing Group (eg to an existing board director, employee, supplier or resident).
-  Flagging any potential conflict of interest that may apply - we don't want to waste your time.



Timetable










The deadline for applying is 1 July but earlier applications are encouraged and we may close advertising sooner.

First round interviews will take place online on 7 and 8 July and final panel interviews will be in person on 14 and 16 July.

Please let us know of any times when you're not available for interview.

For an informal and confidential chat about this role, please contact Hannah on 07399 101755

Your CV must include your:

-  full name and postal address
-  work, home and mobile phone numbers
-  email address
-  employment history
-  education and qualifications with dates
-  memberships of relevant professional bodies with dates
-  IT skills
-  two referees' contact details
-  voluntary activity.

Thank you



www.futureshg.co.uk



Futures Housing Group



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