

Role Profile – Independent Committee Member

Purpose of role:

Each Committee supports the Board in ensuring the success of Yorkshire Housing in meeting its strategic objectives and gaining assurance that the organisation complies with all legal and regulatory obligations.

The role of the Independent Committee Member is primarily to bring external independent challenge to the matters under consideration by the Committee, drawing on the skills and experience gained from working or having worked in a senior role closely linked to the remit of the Committee.

The individual responsibilities of each Committee Member are set out below.

Role and relationships:

Independent Committee Members are accountable to the Chair of the Committee.

Independent Committee Members will work with colleagues on the Committee to uphold Yorkshire Housing's vision and values, and to deliver its corporate objectives and strategies.

Independent Committee Members will be familiar with and work within Terms of Reference of the Committee.

Key individual duties:

- Prepares for and attends at least 75% of Committee meetings, making an active contribution to discussions and decision making.
- In the event of unavoidable absence from a meeting, provides comments and questions in advance on the relevant papers to the meeting Chair.
- Upholds the chosen Code of Governance adopted by Yorkshire Housing and seeks to ensure that governance best practice is maintained.
- Upholds and promotes the values and core policies of Yorkshire Housing.
- Always respects confidentiality.
- Works with colleagues at a strategic level to establish strategies, policies and action plans to achieve Yorkshire Housing's agreed objectives considering short, medium and long term timeframes.
- Takes part in reviews of governance effectiveness. This will include individual appraisals, collective appraisal and the Chair's appraisal, as well as any peer assessments.
- Takes part in learning and development events. This will include induction and other events for all members and those agreed necessary for individual learning and development objectives.

- Represents the organisation, as required, acting as an ambassador and upholding Yorkshire Housing's reputation, for example with external stakeholders, residents, and the Regulator.
- Works to stay up to date with sector matters.

Time commitment:

Estimated half day per month.

Person specification – Independent Committee Member

Skills:

Each Member will bring skills and experience relevant to the Committee on which they serve, which will include one or more of the following areas:

- commercial and general business organisational skills;
- corporate services skills;
- property and development skills;
- customers and communities skills;
- finance, treasury, risk management or audit skills.

Competencies and knowledge:

Strategic thinking:

All Committee Members are expected to be able to have, or quickly reach, a threshold of competence in strategic thinking, financial planning, risk identification and management, and understanding of excellence in governance in the sector in which Yorkshire Housing operates, specifically:

- Understands Yorkshire Housing's overall strategy and has the ability to stay abreast of trends in the external environment. Is able to provide clear and balanced advice and guidance on strategic issues.
- Considers risk and uses risk management positively.

Leadership:

- Has a track record of leadership and strategic management.
- Provides and communicates inspiration and clear direction in line with the Yorkshire Housing's culture, values and objectives.

Communicating and influencing:

- Has the ability to challenge constructively, respecting the roles and views of others, and in a way that holds people to account.
- Shows inner confidence, and influences others through persuasive discussion.

Team-working:

- Uses interpersonal skills to work co-operatively with colleagues.
- Builds trust and respect from fellow members and executives.
- Works towards Yorkshire Housing objectives and contributes to forming a consensus with fellow members.

Attributes:

Commitment to the organisation:

- Is fully committed to social housing and Yorkshire Housing's aims and objectives.
Uses meeting time effectively and comes well prepared;
- Can analyse complex information and make reasoned judgements;

Integrity:

- Has high standards of probity and integrity.
- Treats information gained as a Committee Member in confidence.