



**Yorkshire  
Housing**

# **Board Member (x2)**

**Recruitment pack**

**Join**

**Our**

**Board**

# A message from **Nick Atkin**, Chief Executive and **Ingrid Fife**, Chair of YHL Board...



# A message from Nick and Ingrid...

## Thank you for your interest in joining Yorkshire Housing as a Board Member.

At Yorkshire Housing, we're here to make a positive difference to our customers and communities. We want people to have a place they're proud to call home, and that's what drives everything we do. We're pleased with the progress we've made and the impact we're having across the region.

We've also had a strong recent regulatory judgement, with G1 for Governance, C1 for Consumer Standards and V2 for Viability. That reflects the foundations we've built and how we're delivering for our customers, and gives us a good platform to keep improving.

Looking ahead, we're focused on delivering our strategy, strengthening our services and keeping pace with what our customers and the sector expect from us. As part of this, we're entering a period of planned Board renewal, and we're looking to bring in two new Board Members with complementary skills and fresh perspectives.

It's a great time to join us. As a Board Member, you'll play an important role in shaping our future, providing support, challenge and insight as we continue working towards being the UK's best housing provider.

This pack will give you a bit more of a feel for Yorkshire Housing, who we are, what matters to us, and how our Board works. We hope it helps you decide whether this opportunity is right for you.

Get a feel for Yorkshire Housing and our Board culture – click [here](#) to watch Nick and Ingrid talk about why YH is special and how they work together.

We look forward to hearing from you.

### **Nick Atkin**

Chief Executive, Yorkshire Housing

### **Ingrid Fife**

Chair of the Board, Yorkshire Housing

# Who we are

## You might think of Yorkshire Housing as ‘just’ a housing provider, but we’re so much more than that.

We’re here to make a positive difference in people’s lives. So, as well as owning and managing nearly 20,000 homes (and counting) across Yorkshire, we also:

- Offer money and tenancy coaching
- Help older customers live at home independently
- Adapt homes to match the needs of our customers
- Carry out repairs and replace items before things go wrong
- Provide antisocial behaviour support.

### **Our values**

Our values describe what matters most to us, and what our colleagues should expect from each other. All our colleagues are expected to show how they support and live up to these values in their work.



#### **Create trust**

Do the right thing, not the easy thing • Be honest and open • Do what you say.



#### **Be curious**

Think differently • Ask questions • Keep learning.



#### **Make it happen**

Own it • Do it • Be empowered.



#### **Achieve impact**

Do things that matter • Deliver results • Show pride and passion.



#### **Have fun**

Enjoy work • Be yourself • Stay connected.

# Our customer promise and vision...

We want to make it possible for people to have a place they're **proud to call home.** That's the reason we get out of bed every morning. We want to be people's number one choice when it comes to renting or buying a home in Yorkshire.

We're a landlord who cares, and that means more than just putting a roof over people's heads. Home should be a place where people can thrive. So we offer personalised services for customers who need it and make sure we listen to customer feedback so we can continually improve what we do.

**“ Our vision is to be the UK's best housing provider. That's pretty ambitious right? ”**

We believe that our vision should 'scare us a little, but excite us a lot', and no-one feels inspired by aiming for just good enough! We want to lead the way and be known for great services, innovation, customer and colleague experience.

Our aim to be the best covers all parts of our organisation and works for all housing types whether that's social rent, market rent, shared ownership or market sale. Being bold on this also helps us to attract and keep the best talent. Because talented people don't want to be average.

# Our priorities

Our Business Strategy, launched in February 2023, continues to guide our direction, with three priorities shaping how we work towards our vision.



## 1. Customer obsessed

Improving our customers' and colleagues' experience.



## 2. Homes and places to be proud of

Creating places people are proud to call home.



## 3. Pre-emptive

Our game-changing shift to dealing with issues before they happen.

To do this, we're thinking differently (innovation is our thing!) and investing in our digital infrastructure so we can offer more and get the best results for our customers.

We're improving our data so we can make better, smarter decisions and reflect the diverse needs of our customer groups.

We're well on our way to achieving our target of building 8,000 new homes across Yorkshire – focusing on energy efficiency, sustainability and affordability, as well as smart tech to support our drive to pre-emptive services.



# How we work

We're also obsessive about creating the right climate and culture for our 900+ people to thrive at work.

If we get it right for our colleagues, they'll get it right for our customers.

Our Hub, Home and Roam approach to work helps to set us apart – we offer choices in where, when and how our people work and we've ditched the 9-5 in an office mentality.

We prioritise investing in our people, creating an inclusive environment, supporting colleague wellbeing, and making Yorkshire Housing a fun, friendly and vibrant place to be. It helps us to recruit and keep the best people.

And, our efforts don't go unnoticed. Our brand helps to attract new business partnerships and build on our current relationships.

Read our latest [annual reports](#) and our [investors page](#) to get an idea of where we're at and how far we've come.



# Meet the YHL Board

Here's our existing Board, but we're looking for two new Board Members...



**Ingrid Fife (Retiring)**  
Chair of the Board and  
Member of the Governance  
and People Committee.



**Leann Hearne**  
Vice Chair of the Board and  
Chair of Homes and Places  
Committee.



**Sarah Atta-Nugent**  
Chair of the Customer  
Insight Committee and  
Member of Homes and  
Places Committee.



**Jacqueline Esimaje-Heath**  
Chair of Yorkshire Housing  
Residential Board and a  
Member of the Growth and  
Investment Committee.



**Eleanor Hudson**  
Chair of the Governance  
and People Committee  
and Member of Audit  
and Risk Committee.



**Nicky Passmore**  
Member of Homes and  
Places Committee and the  
Governance and People  
Committee.



**Sandy Murray**  
Member of the Growth  
and Investment Committee  
and Yorkshire Housing  
Finance Board.



**Ian Costigan**  
Chair of the Growth and  
Investment Committee  
and Member of Yorkshire  
Housing Residential Board.



**Lisa Bradley**  
Chair of the Audit and  
Risk Committee.

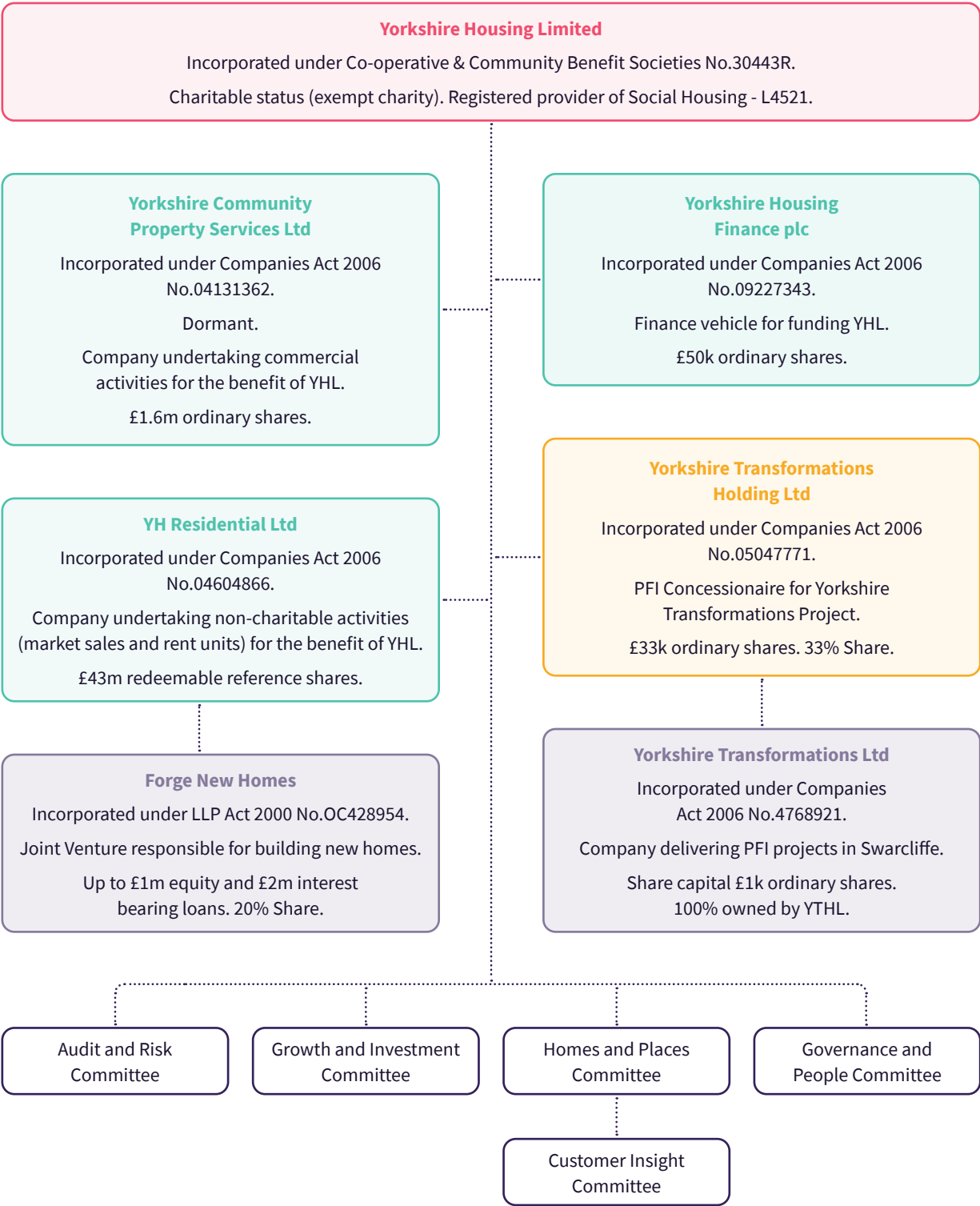


**James Halliwell**  
Member of Audit and  
Risk Committee.

You can find out a little more about our [Board Members](#).

So, now you know who we are, our business priorities and our Board, it's time to meet our [executive team](#) and learn more about our [governance structure](#).

# Company structure



- Group Board
- Subsidiary of Group Board (100% owned)
- Group Share in holding company
- Subsidiary of subsidiary / Holding Company
- Board Committee

# Purpose of the role

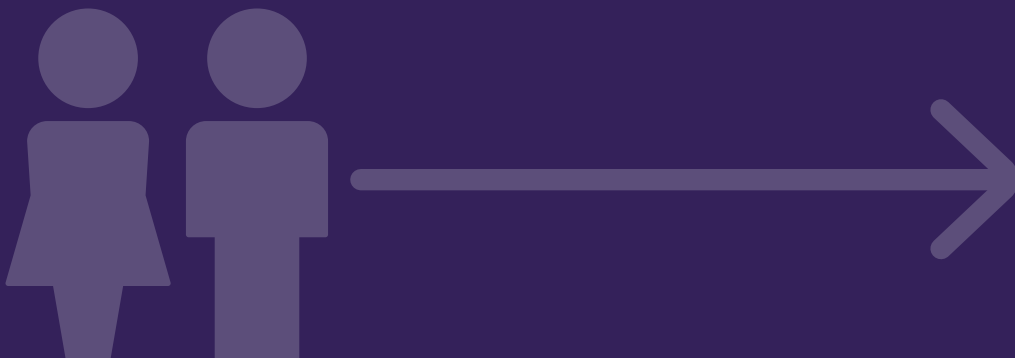
The YHL Board is responsible for ensuring the success of the Yorkshire Housing Group through delivery of the Business Strategy.

It is also responsible for gaining assurance that the organisation complies with all legal and regulatory obligations.

Individual Board Members are accountable to the Chair of the Board and responsible for ensuring that YHL's strategies and objectives are delivered. They are expected to maintain good relationships with other Members of the Board, the Chief Executive and other key colleagues and with external stakeholders, particularly customers and regulators.

Board Members will be expected to provide constructive support and challenge to the Executive.

Board members will work with each other to uphold the Group's vision, mission, values and strategies and to fulfil the role of the Board set out in the Terms of Reference.



# What we're looking for

We are seeking to appoint two Board Members to strengthen the Board's overall capability and effectiveness.

Based on our latest skills analysis, we are particularly interested in experience across the following areas:

- **Organisational culture and change leadership** - Experience of leading organisational change, contributing to Board oversight of culture, behaviours and delivery of strategy.
- **Housing sector knowledge and experience of the regulatory environment** - enabling effective Board oversight of strategy, risk, compliance and customer outcomes.
- **Customer-focused operational experience** - Experience of delivering customer services at scale, strengthening Board oversight of performance, customer outcomes and service improvement.

We are not expecting any one individual to bring all of these capabilities, but are seeking two Board Members whose skills complement each other and strengthen the Board as a whole.








We're also looking for people who share our passion for social purpose, bring strong strategic thinking, and can contribute fresh perspectives as we continue our journey to be the UK's best housing provider.

## **It's also important to us that you have...**

- Extensive experience of operating at a senior level (ideally executive and/or non-executive) within an organisation on a similar scale to Yorkshire Housing.
- A leader who thrives in a fast-paced, customer-focussed environment and who is driven by our social purpose.
- Non-executive or governance experience, with knowledge of good governance practice in one or more sectors.

# What you'll bring

## Attributes we're looking for:

-  A commitment to social housing, the development of new homes and empathy with the aims, objectives and values of the organisation.
-  A commitment to balancing the interests of current and future customers.
-  Upholds the values and objectives of the organisation and its core policies, including those for equality and diversity.
-  Positively promotes and enhances the good name of the company and embraces strict probity rules such as declaring all conflicts of interest and significant changes in personal circumstances that impact Yorkshire Housing.
-  Keeps up to date with sector related issues and those specific to area of expertise.
-  A high degree of probity and integrity.
-  Treats information gained as a Board member in confidence.



***Wow! That's a lot of stuff, but we know you've got this.***

# How to apply

[To apply please click the link here](#)

This will take you to our state-of-the-art recruitment platform giving you a personalised application process and access to your own candidate portal. In only a few short steps you will be able to submit your application for the role!

Please submit your application no later than **midnight on 22nd June 2026**.

You can choose to submit a CV with a Cover Letter or CV and a short video, explaining why you'd be the ideal candidate for this role.

Any queries regarding the position or the process, please also contact [recruitment@yorkshirehousing.co.uk](mailto:recruitment@yorkshirehousing.co.uk) and we'll get back to you as soon as we can. To see the job advert and full Role Profile please [click here](#).

## Timeline:



### Closing date:

Midnight on 22nd June 2026



### First stage interview:

9th and 10th July 2026 (via Microsoft Teams)



### Online Occupational Personality Questionnaire completion:

W/C 13th July 2026



### Questionnaire feedback call:

W/C 20th and W/C 27th July (1 hour sessions via Microsoft Teams)



### Final stage interview:

7th August 2026 (in person in Leeds)



**Write to us:**

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Leeds  
LS10 1FB

**Telephone:** 0345 366 4404

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**[www.yorkshirehousing.co.uk](http://www.yorkshirehousing.co.uk)**