

Role Profile - Board Member

Purpose of 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. The individual responsibilities of Board members are set out below.
Role and relationships:
<p>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 members of staff and with external stakeholders, particularly customers and regulators.</p> <p>Board Members will be expected to provide constructive support and challenge to the Executive.</p> <p>Board Members will work with colleagues on the YHL Board 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.</p>
Key individual duties:
<ul style="list-style-type: none"> • Prepares for and attends at least 80% of Board 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. • To act in accordance with the constitution of the organisation. • Upholds and promotes the values, core policies, objectives and performance, of the organisation. • Provides leadership on equality and diversity matters ensuring this is reflected in all that the organisation does. • Provides leadership on ethical matters, seeking to adhere to the chosen code of governance, upholding best practice, role modelling good governance behaviours and respecting confidentiality. • Works together with colleagues to establish strategy, policies and plans to achieve agreed objectives, setting short, medium and long term plans. • Participates fully in reviews of the Board' performance, including individual, collective, Chair and peer assessment. • Attends learning and development events / completes E-Learning agreed as appropriate for all Board members and those agreed as necessary for individual development objectives. • Keeps up to date with sector matters.

<ul style="list-style-type: none"> • Develops and maintains good working relationships with Board and Executive colleagues. • Represents the organisation, acting as an ambassador and upholding its reputation. • Serves as a member of at least one Committee of the Board or of the wider governance structure, as requested, and undertakes the relevant duties associated with that role.
Time commitment:
Estimated 2 days per month.

Person specification – Board Member

Knowledge and experience:

- Extensive experience of operating at a senior level (ideally executive and/or non-executive) within an organisation on a similar scale to Yorkshire Housing.
- Understanding of one or more of treasury, finance, asset management, property development, risk, customer service, strategic planning, digital/ technology and performance management.
- Non-executive or governance experience, with knowledge of good governance practice in one or more sectors.
- Good knowledge of management and/or commercial issues, with strong business acumen.
- Awareness of and interest in current national and policy issues affecting the housing sectors

Core Competencies:

Leadership:

- Understands the role of governance in not for profit sectors and the workings of a highly regulated sector.
- Is knowledgeable about the regulatory environment in which Yorkshire Housing operates and of the expectations of the Regulator, and takes the wider strategic context of the organisation into account in debate and decision-making.
- Is able to actively monitor and drive organisational performance, supporting others to achieve the highest standards of corporate governance, scrutiny, legal and financial responsibilities.
- Understands and applies in practice the distinction between executive and non-executive board roles.

Embracing change:

- Plans for, adapts to and works with a variety of situations, individuals and groups. Has a positive attitude to change and identifies opportunities to improve performance.

Assesses risk and promotes risk awareness without being risk averse.

Communicating and influencing:

- Thinks and communicates constructively, critically, objectively and clearly.

- Can express views succinctly and effectively in a formal Board/Committee meeting environment making reasoned and thought-through contributions.
- Can challenge constructively while respecting the roles, views and feelings of others.

Team-working:

- Contributes to forming a consensus with other Board members when involved in decision making and influences through persuasive discussion and sticking to discussing the matter at hand.
- Builds trust and respect from fellow Board members, senior staff and stakeholders.

Works efficiently and effectively:

- IT literate and comfortable with handling, analysing and prioritising large amounts of complex data.
- Makes reasoned judgements, while remaining accountable for the collective decision making of the Board.
- Is able to analyse performance, financial and other information.

Attributes:

Commitment to the organisation:

- 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.

Integrity:

- A high degree of probity and integrity.
- Treats information gained as a Board member in confidence.