



**Yorkshire
Housing**

Board trainee recruitment pack

Developing diverse leadership
across the sector

Develop

Your

Potential

Hello from **Nick Atkin**, Chief Executive and **Ingrid Fife**, Chair of YHL Board...



Hello from Nick and Ingrid...

Thanks for thinking of being Yorkshire Housing's first Board Trainee.

In our words we're 'reet chuffed' to be launching this opportunity. At Yorkshire Housing, we know that great governance comes from having a mix of perspectives and experience around the table, alongside a shared commitment to our values and the communities we work within. That's why we're 'reet proud' to be working with the Housing Diversity Network's (HDN) Board Trainee Programme, to open the door to people who might not ordinarily see themselves as a Board Member, as they are exactly the people we need!

This is an exciting time for Yorkshire Housing. We're continuing to push forward with our long-term ambitions: being truly customer-obsessed, strengthening our services, and shaping homes and communities where people can thrive.

But we're also on a journey to revolutionise the housing landlord offer, from a reactive to a pre-emptive service. It's a real game changer. To do this, we need new ideas, fresh thinking and lived experience influencing our decisions at every level, including the Board.

As our Board Trainee, you'll gain real insight into how the big decisions are made and how a complex, values-driven organisation like ours operates. You'll receive support, mentoring and structured development through the HDN Programme. You'll also get to work closely with some of the best Board Members and senior leaders who genuinely want to help you grow. Most importantly, you'll bring your own voice and perspective to strengthen the way we design and deliver our services.

We believe diverse leadership is not just fair – it's a competitive advantage. Yorkshire Housing has benefitted hugely from bringing different backgrounds, perspectives and lived experience into the boardroom. This has improved our decision-making, driven innovation and is delivering better outcomes for our customers.

Hello from Nick and Ingrid...

We're looking for curious, ambitious emerging leaders who bring fresh thinking and a commitment to our social purpose and values.

You might be bringing lived experience that offers a new perspective, perhaps early in a leadership role, or working in the public, private or third sector with knowledge of our communities. Potential, commitment and the confidence to challenge constructively are what we're looking for. In return we'll give you the board level experience.

You'll join a welcoming, forward-thinking boardroom culture that invests in personal and professional development. We provide induction, support with meeting preparation, a sector leading approach to flexible working and meeting arrangements alongside reasonable adjustments to ensure the programme is accessible to people with different commitments and needs.

Thanks once again for taking the time to explore this opportunity. We hope this pack gives you a real sense of what the programme involves, what you can gain from it, and the contribution you can make. We're incredibly proud to be offering this route into Board-level experience, and we're excited to see the insight and energy that our first Board Trainee will bring.

Interested? If so, then please read on and if this excites you then submit an application. You know you want to!!

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 sets out our three priorities to take us 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.

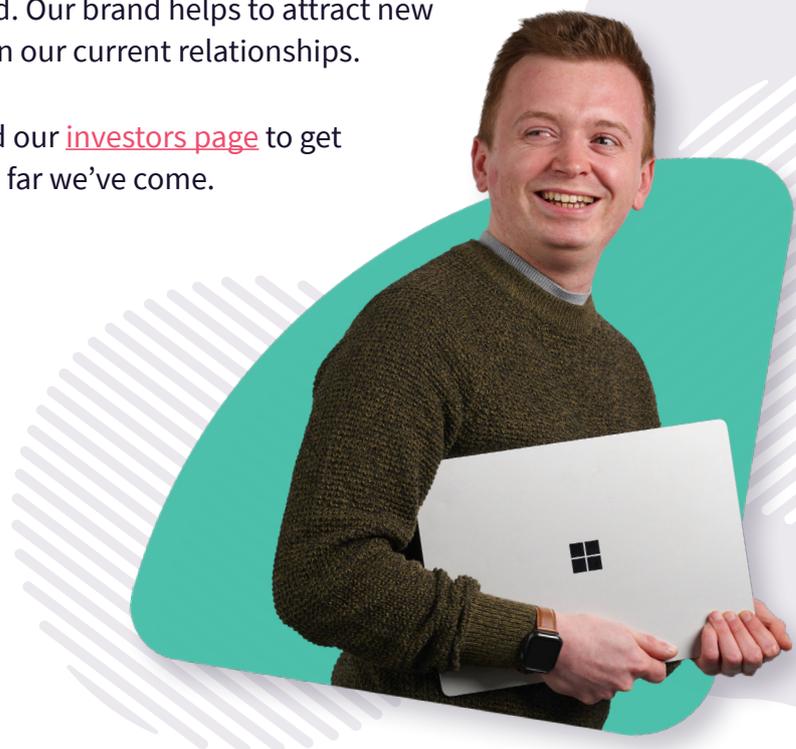
If we get it right for our colleagues, they'll get it right for our customers.

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...



Ingrid Fife

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 Stead

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.



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.



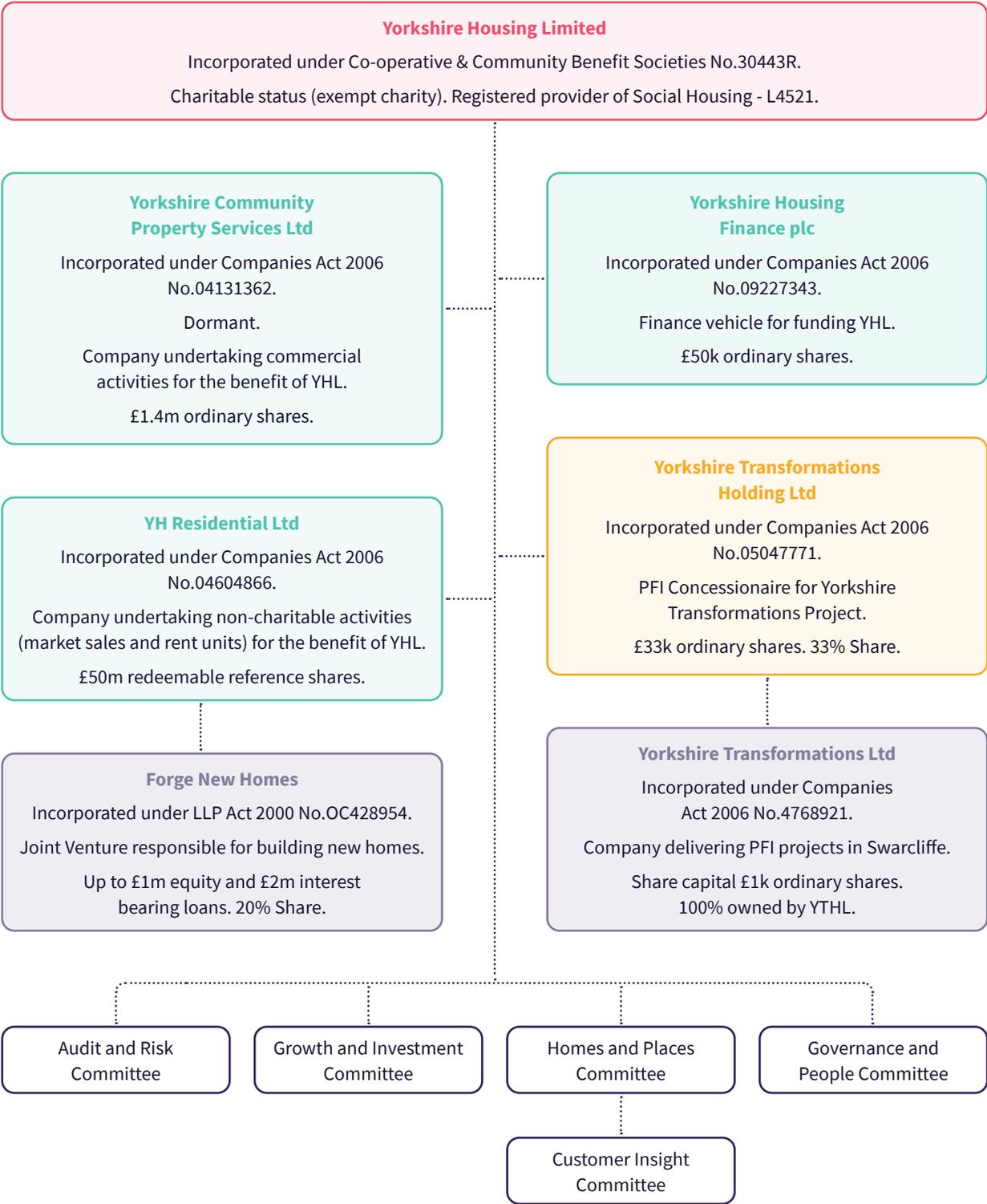
James Halliwell

Member of Audit and Risk Committee.

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](#).

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

Company structure



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

About the programme

The Housing Diversity Network (HDN) Board Trainee Programme is a nationally recognised two year development pathway that helps people from diverse backgrounds take their first steps into board leadership. Yorkshire Housing is partnering with HDN to give a practical, supported route into governance: workshops, mentoring and observation of live Board and Committee meetings combine with real world exposure to how strategic decisions are made in a large, values driven organisation.

Over two years you will build governance capability and strategic confidence through structured learning and hands on experience. The programme includes a Strengthscope® assessment, access to HDN's online learning and events, and membership of a national peer network – all designed to develop your leadership potential and prepare you for future governance roles in housing and the wider public and third sectors.

What's in it for you...

By the end of the programme, you'll have:

-  **Governance foundations** – A clear grounding in board responsibilities, assurance and good governance.
-  **Practical exposure** – First hand experience of Board and Committee meetings and decision making.
-  **Paper and meeting confidence** – Improved ability to read, interpret and contribute to Board papers and discussions.
-  **Mentoring** – One to one support from experienced Board Members.
-  **Peer network** – A national cohort of emerging leaders to learn with and from.
-  **Portfolio of learning** – Evidence of development and experience to support future governance applications.
-  **Career launchpad** – A strong route into board roles across the housing sector and beyond.

Purpose of the role

As a Board Trainee you will be part of our Boardroom for two years.

You'll learn how strategic decisions are made, test your leadership in real Board and Committee discussions, and build a governance portfolio that accelerates your career. You'll join meetings, shape debate and receive one to one mentoring – no prior board experience required. This is a development role designed to fast track emerging leaders into governance.

As a Board Trainee at Yorkshire Housing you'll step into a high impact learning role in a forward thinking boardroom. You won't have voting rights, but you will:

-  **Join real Board and Committee discussions** and see how strategic choices are made.
-  **Work alongside senior leaders and experienced Board Members** who will mentor and challenge you.
-  **Get practical, hands on experience** preparing for meetings, reading papers and contributing to debates.
-  **Build a governance portfolio** that demonstrates capability and readiness for future board roles.

This is a development role, not a guaranteed appointment – but by the end of the two year programme you'll have the confidence, evidence and networks to apply for governance roles at Yorkshire Housing or across the sector.

How it links to the HDN programme

Everything you learn through HDN comes to life here, in real meetings, real papers and real conversations, giving you a safe space to practise and grow.



What you'll bring



Here's the attributes we're looking for:



You'll have a **curiosity** and a learning mindset.



A **passion** about social purpose and improving people's lives.



Fresh perspectives and a **commitment** to social housing.



Fresh perspectives and a commitment to **inclusive** communities.



The **confidence** to ask questions and challenge respectfully.



An interest in **leadership** and decision-making.



A commitment to **personal** development.



A motivation to **contribute** to inclusive governance.

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 1st May 2026**.

To apply, simply upload your CV. During the application process, we'll also ask you a few short questions so you can tell us why you're interested in the programme and what makes you a great fit for this fantastic opportunity.

Any queries regarding the position or the process, please also contact 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 1st May 2026.



Interview date:

Interview - 21st May 2026. This will be in person in Leeds.



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