



Islington & Shoreditch Housing Association

CANDIDATE PACK

Property Investment Committee Co-opted Committee Member

September 2021



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About ISHA

Islington and Shoreditch Housing Association (ISHA) is a community and neighbourhood-based housing organisation, managing and developing quality affordable housing for people in North and East London. ISHA is a registered society under the Co-operative and Community Benefits Society Act 2014.

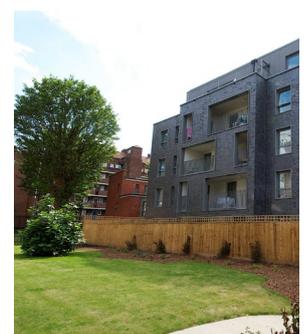
ISHA is smaller and more local than many other housing associations operating in London. The roots of ISHA go back to 1933 when we were involved with tackling slum clearance, poverty, overcrowding, ill health and high rents. Today we employ 73 staff and have 2,500 homes.

Our vision is to co-create homes and communities where everyone can flourish. We offer a wide range of housing choices: social rented, shared ownership, intermediate rent, market rent, supported housing and options for the elderly. We also provide homes and support for the Vietnamese, South East Asian and wider communities through our 2019 merger with the Lien Viet Housing Association. This epitomises our work in a multi-cultural and diverse society and our commitment to ensure that no person should suffer disadvantage in terms of access to affordable housing.

We work in close co-operation with our local authorities, the Regulator of Social Housing, the Greater London Authority and other local housing associations, including Black and Minority Ethnic, special needs Housing Associations and co-operatives. Investment in development is provided by the Homes England. ISHA leads the North River Alliance (NRA), which is a consortium of North and East London community-based housing associations.

We have a G1 Governance rating and V2 Financial Viability rating from the Regulator of Social Housing.

The three main Board committees are Audit & Risk, Remuneration and a newly formed Property Investment Committee. They focus on supervision and monitoring, policy, risk and financial control. Currently all Board Members sit on at least one committee as well as the Board.



ISHA's Values

Our Values are to conduct our business by consistently demonstrating trust and respect. We have developed these into our 4 values and behaviours:

- Passionate commitment to Customers
- Pride in Team ISHA
- Respect for everyone
- Trusted to make the difference



- ☺ Go the extra mile
- ☺ Willing to adapt in response to feedback,
- ☺ Open to learn
- ☺ Listen to understand what customers need

- ◆ Aim to get it right first time, learn from mistakes
- ◆ Share skills, knowledge, encourage and support others
- ◆ Celebrate success

- ♥ Take ownership and responsibility ; do what we say we'll do
- ♥ Take control of our own personal development

- 👉 Considerate and honest
- 👉 Work well with diversity
- 👉 Punctual, prepared, polite
- 👉 Ask questions, want to learn more

Useful Information Links

- [Financial Statements 2020-21](#)
- [Strategic Plan](#)
- [ISHA Board members](#)

The Property Investment Committee

We are seeking to recruit 3 co-opted Committee Members to our newly formed Property Investment Committee. This Committee was formally established in September 2021 and replaces our Development Committee. It will have a wider remit, including asset management, building safety, development and sustainability.

The Committee's role is to support the Board to deliver the following pillars of its Strategy through property investment:

- Safety First
- Somewhere
- Supply
- Sustainability

It will focus on investments in new and existing stock and provide expert opinions and recommendations to the Board.

The Committee's role includes to:

- Approve investments where the contract value is between £1m and up to £5.5m.
- Advise the Board on investments over £5.5m
- Recommend the Development strategy and investment aspects of the Building Safety, Asset Management and Decarbonisation Strategies to the Board
- Advise on the development of a decarbonisation strategy
- Monitor progress against the above strategies
- Recommend investment appraisal assumptions to the Board
- Monitor the investment and disposal programmes
- Approve standard designs, construction contract specifications, employer's requirements, design guide and environmental standards.
- The development work of subsidiary Urban Style Ltd (currently dormant) is covered by this Committee
- Promote VFM in ISHA's investment programmes

Under its terms of reference, the Committee will have 7 members, with a minimum of 4 board members, and include co-opted committee members with professional specialisations. It will meet four times a financial year plus ad hoc meetings if required. The lead officers for the Committee are the Director of Development and the Director of Housing and Neighbourhoods.

The Role

First and foremost, like all Board and Board Committee Members, you will have a passion for vision and our mission to be viewed as a brilliant housing association by our residents, stakeholders and staff.

As a co-opted Committee Member, you will be appointed to the Committee for a specific period of time - to be determined by the Board, but normally one year as a minimum. You will be an officer of the association, rather than a full board member, and act as an adviser. You will be required to abide by our Code of Governance and Code of Conduct.

You will bring professional skills and experience particular to the needs of this Committee, including significant knowledge and senior level experience in at least one of the following areas:

Strategic asset management and sustainability

- Asset management, including options appraisals
- Estate regeneration
- Partnership Working and Joint Venture Arrangements
- Procurement and contract management
- Development of strategy to meet government objectives
- Innovative Retrofit Solutions
- Leadership of substantial sustainability projects

Commercial

- Property Acquisition
- Financial Modelling
- Sustainable Construction
- Market sale and market rent
- Partnership Working and Joint Ventures Partnerships
- Estate Regeneration

Health & safety compliance

- Strategic management of health & safety risk, particularly around building and fire safety
- Development of health & safety strategy and associated working practices
- Leadership of a robust health & safety working culture
- Performance and compliance reporting

Residents' needs and concerns

- The needs of residents and customers

- Housing allocations, management and maintenance
- Resident involvement and scrutiny
- Community investment and development initiatives
- Corporate social responsibility

Governance, regulation, compliance and assurance

- The operating environment of the social housing sector and the broader regulatory environment
- Performance monitoring systems and quality assurance systems
- Internal audit and control processes
- Strategic management of risk

Desirable skills and experience include:

- Financial management and reporting
- Business and long-term financial planning
- Current and emerging funding models including associated legal, governance and regulatory elements
- Strategy development and implementation
- Diversity & inclusion
- Communications and marketing
- Links within the larger communities served by ISHA
- Links with the sector's political and regulatory framework
- Working with local authorities

Payment

This position is currently unpaid and voluntary, consistent with the overriding ethos of the Association's values. The Board is reviewing remuneration in 2021-22. Reasonable expenses will be reimbursed.

Induction and training

To support you in your role, ISHA provides a Board Member induction and offers continuous opportunities for learning and development. We also provide site visits and invitations to social events to learn more about the organisation and its work.

Application Process

To apply for this role please do so via the current vacancies page of our website at <https://www.isha.co.uk>. This allows you to attach a copy of your CV and a supporting cover letter addressed to Laura Hopper, Company Secretary. If you have any questions about the recruitment process, please contact laurah@isha.co.uk.

The application deadline is Monday 25 October 2021 10am

Interview dates: 4th and/or 9th November 2021