



Role profile

Job title: Non-Executive Board Director	Responsible to: The Chair of the Board
Remuneration: £4,500 per annum, plus expenses	Time Commitment: Approximately 1 to 1½ days per month

Governance Structure

The Board of South Lakes Housing (SLH) has a maximum of 12 non-executive Board members

There are three standing committees of the Board:

- Audit and Risk Committee.
- Housing and Communities Committee.
- Investment and Development Committee.

Purpose of the job

The Board is collectively responsible for ensuring the success of the organisation and ensuring its compliance with all legal and regulatory obligations by setting and monitoring the strategic direction of the organisation as well as ensuring the board fulfils its statutory responsibilities.

Each Board Member is also expected to take on a committee role closely matching skills and experience.

Terms

This post is remunerated at £4,500 per annum plus expenses.

The term of office is 3 years with a maximum of two terms (6 years).

Key responsibilities:

- Provide strategic leadership, to ensure that appropriate plans and policies are set and delivered to achieve our strategic plan.
- Promote and champion our values internally and externally.
- Promote good governance and ensure that we act in accordance with our Rules, governance framework and relevant legal and regulatory requirements.
- Establish and maintain constructive relationships with Board colleagues and the Executive Team.
- Monitor the performance of our plans and objectives.
- Seek assurance on and ensure that SLH remains financially viable and value for money is delivered.
- Ensure that an effective risk management and internal control framework is in place and that key risks are identified and mitigated.
- Act as an ambassador and take opportunities to promote, support and represent the work of SLH in a positive manner.
- Act within the legal duties required of a Board Director and Trustee of a charity, including the duty to exercise all reasonable care, skills and independent judgement.
- Demonstrate exceptional professionalism, probity and personal integrity, upholding SLH's values and Code of Conduct.
- Act as a sounding board from time to time for Executive in areas where you may bring additional challenge/ expertise.

Commitment

- Board meetings are held in person in Kendal; however some Committee Meetings and occasional Board meetings can be attended 'virtually' as the need arises.
- Prepare for, attend and contribute at Board/Committee meetings by considering reports and questioning/challenging the analysis and options presented to ensure that decisions are well-founded and consistent.
- Prepare and attend strategy and training/development events.
- Participate in the Board Director appraisal process, setting objectives and personal development plans.

Person specification

Job title: Non-Executive Board Director		
Criteria	Essential / Desirable	Method of Assessment
Knowledge & Experience		
An understanding of the purpose of the social housing sector and current challenges facing the sector.	E	AF/I
Familiarity with the operating and regulatory environment of the social housing sector.	D	AF/I
Ability to work at a strategic level and make balanced and informed decisions, analysing performance, financial and other information.	E	AF/I
Can present views with knowledge and understanding of the wider strategic context.	E	AF/I
An understanding of and commitment to customer service excellence	E	AF/I
Experience in delivering or having specific 'lived experience' of a housing or related services	D	AF/I
An unwavering commitment to equity, diversity and inclusion, ensuring this is embedded in the work of SLH.	E	I
Attributes		
A strong sense of social purpose, with shared vision and values of the organisation.	E	AF/I
Is committed to working in the best interests of current and future customers.	E	AF/I
Can build and maintain effective and constructive working relationships and shows commitment to the highest standards of corporate governance practices and behaviours.	E	AF/I
Can communicate clearly and effectively with a diverse range of people, taking account of their views, thinking creatively and challenging constructively.	E	AF/I
Can express views succinctly and effectively in a formal meeting and can form a consensus with Members.	E	AF/I
Ability to offer sound advice and expertise to the Board.	E	AF/I
Works well in a team, with a collaborative approach.	E	AF/I
Is committed to accountability, transparency, equity, diversity and inclusion.	E	AF/I

<p>Values and behaviours - <i>It's not just about what we do, we believe it's how we do it too...</i></p> <p>By living our behaviours every day, our colleagues and Board Members are committed to our shared values:</p> <ul style="list-style-type: none"> • Doing the right thing • Showing respect and kindness, always • We are honest and fair • We make it happen • We all belong at South Lakes Housing 	E	I
	E – Essential D – Desirable	AF – Application form/CV I – Interview ST – Skills test ASS – Psychometric tool e.g., Wave
<p>Please note: No job profile can cover every task which may arise within a role. The post holder will be expected to carry out other duties from time to time which are broadly consistent within this document.</p>		
<p>Role profile prepared by: Company Secretary</p>		
<p>Date prepared: December 2025</p>		
<p>Location: Bridge Mills Business Centre, Stramongate, Kendal LA9 4BD.</p>		

How to Apply

Please submit a CV and a supporting statement outlining your reasons for applying and what you will bring to the role.

Be ready to provide the names, positions, organisations and contact details for two referees; one should be your current or most recent employer.

Referees will be contacted for those proceeding to final stages. **We will always gain your permission before we contact referees.**

Let us know any difficulty you may have with the indicative timetable.

Recruitment Timetable

Closing date for applications by	12 noon, Friday 23rd January 2026
Shortlisting to be carried out by	5pm, Friday 30th January 2026
Interviews to be held week commencing	Monday 16th February 2026

Appointments will be effective from 1st April 2026