

Independent Committee Member - Audit and Risk and Treasury Committees

Candidate information pack



Neemar
Search.

Contents

1. Welcome from Stephen Glover, Chair of Audit and Risk Committee
2. Who we are
3. What we do
4. Our mission and values
5. Our 2024-2027 Strategy
6. Equity, diversity and inclusion
7. Role profile
8. Person specification
9. Meeting dates
10. How to apply



Welcome

Thank you for your interest in becoming an Independent Committee Member on our Audit and Risk and Treasury Committees. We are an ambitious and growing housing association based in Broxbourne with over 6,000 homes in Hertfordshire and Essex, and 400 new homes in our development pipeline. Our annual turnover this year will be over £50million, and we pride ourselves on high satisfaction ratings from our customers. We are committed to addressing the acute shortage of affordable homes, ensuring that we help create cohesive communities through supporting our customers.

Last year we were delighted to be awarded all top three gradings following our regulatory inspection, with a V1 rating for financial viability, a G1 rating for governance and a C1 consumer rating from the Regulator of Social Housing. We are also rated by Moody's, with a strong A3 rating. We are well governed, financially sound, and offer good value, customer-focused services to our residents.

This is the perfect time to join our Committees as we start to deliver our next Corporate Strategy, continuing our strong emphasis on customer service, a focus on health and safety, colleague wellbeing and the meaningful engagement of customers. We also have a strong focus on community and tenancy sustainment. We have an ambitious growth programme which supports our goal of tackling the housing crisis in our local area with an ongoing and steady delivery of new homes.

Over the next few years we also want to strengthen our focus on data and systems, as we explore how we can strengthen our service offer to customers, ensure that our operations are efficient and that we maximise the opportunity to make improvements using accurate and well-managed data.

With this in mind, we are looking to appoint an Independent Committee Member to our Audit and Risk and Treasury Committees. This role is for someone with a background in finance and treasury management who will be able to support effective scrutiny of funding arrangements, financial risk and the organisation's long-term financial sustainability. You will also support the Committees in overseeing the effectiveness of our financial controls, risk management processes, and internal and external audit arrangements. Prior Committee experience is not essential – we welcome applications from first-time members and offer a comprehensive induction as well as the option of a Committee mentor.

We believe having diverse committees is vital to our ongoing success and we particularly welcome applications from underrepresented groups, which in our case is female members, people with disabilities and younger people. We also encourage applications from candidates with lived experience of social housing.

The time commitment for a committee member is on average one day per month and our committee meetings are generally held remotely on a Tuesday afternoon.

The remuneration is £3,000, plus reasonable expenses.

Both the Audit and Risk and Treasury Committees and Board works constructively and effectively with both each other and our Executive Team, and we have diverse members with a range of complementary skills and backgrounds. This is an exciting opportunity to join a great team that is leading a successful and ambitious organisation.

To find out more about us, please visit our website at www.b3living.org.uk.

We hope that you like what you read and are motivated to apply.



Best wishes,

Stephen Glover

Chair of the Audit and Risk Committee

Who we are

The housing market is out of reach for many people.
That's where B3Living comes in.



over
6000
homes



13,000
people we support



180
people in our team

We're a social business. We rent and sell homes to help people who are priced out of the market. You'll find us working with our local community in Broxbourne and across southeast Hertfordshire, where we have over 6,000 homes supporting more than 13,000 people.

A home is more than bricks and mortar and so are we. B3Living's services help our customers live comfortably in their homes: we look after our buildings and estates, and we support people when life changes – for example, when money gets tight or when they get older. Our values and social purpose matter to us; that's why we enjoy working here.

We work to tackle the housing crisis with positive, sustainable change.

A single home is always part of a bigger community. We're an active member of our community, building the affordable homes it needs and using our tight local network to connect people to the support they need.

As a social business, people are also very key. Helping people is why we're here, and we couldn't do that without a team who really cares. Each person contributes to the homes and services we provide for local people. That's why one team is one of our values.

[Click here to
view our
Board
members](#)

What we do

We work to make sure people in our area have access to a home. We work in Broxbourne (Hertfordshire) and the neighbouring areas.

In short, we provide homes for local people who are priced out of the market. This takes lots of different forms, including:

- ✓ Providing rented homes for people on the council's waiting lists.
- ✓ Looking after our buildings and estates.
- ✓ Doing our bit in our community.
- ✓ Helping people to live independently as they get older.
- ✓ Supporting our customers when life becomes difficult, connecting them to charities or services.
- ✓ Building part-buy, part-rent homes (i.e. shared ownership) to help first-time buyers get on the ladder.



[Click here to find out more](#)

In the last year we have:



**Built 66
affordable
homes**



**Spent £49m on
building and
acquiring new homes**



**Invested £10.5m
in our existing
homes**



**Moved closer to net
zero, with 88% of
homes at EPC C or
above**

[Click here to watch our *B3Living About Us* video](#)

Our mission and values

Our mission is to make a sustainable, positive change to the housing crisis for our customers and communities. Our values provide a “go-to” framework to help our colleagues with making decisions or to form new strategies:

One team:

Working together to achieve our goals.

Innovation:

Proactively challenging to maximise opportunities.

Open:

Communication and listening inclusively

Commercial:

Creating value and understanding costs.

Adaptable:

Continuously changing to improve the way we work.



Better futures

Our 2024-2027 corporate strategy highlights key themes to demonstrate how we will make the biggest difference to our communities. Our core purpose is simple, we want our homes and services to continue getting better for our customers

We have six core themes:

Excellent customer experiences

Meeting housing needs and providing good services to our customers has always been at the heart of our organisation. Our aim is to provide a consistent, excellent customer experience for everyone. We will achieve this by developing a deeper understanding of our customers' needs and ensuring their voice is heard at every level of our organisation.



Pride in safe homes and communities

Our customers should always feel safe in their home. During the course of our strategy, we will invest circa £20m improving our existing homes, ensuring that all properties are as a minimum exceeding the Government's Decent Homes Standard and evolving legislation.



Climate resilience and cutting carbon

We are working towards meeting the UK's 2050 zero carbon target. We will be building future-proof homes and reducing our fossil fuel usage across our operations and supply chain.



Building locally

We're building 400 new homes over the 3 year strategy period. These will be a mix of social, affordable and shared ownership homes - all of which are desperately needed locally. Our focus is to ensure the homes we provide are homes our customers want to live in.



A great, inclusive place to work

We are committed to creating the right culture and working environment for our colleagues to flourish. We will invest in their personal and professional development as well as in the right leadership for our organisation.



Responsible business foundations

Our culture and our values provide the foundation for our commitment to corporate responsibility. We will continue to prioritise the financial strength of our business and value for money across our operations.



[Click here to read our full 2024-2027 strategy.](#)

Equity, diversity and inclusion

Everything we do, as a landlord, an employer and within the local community, should reflect our values around equity, diversity and inclusion.

We know we have more work to do to build a workforce that's representative and to make sure our services and culture are as inclusive as possible. We've started this journey and learning will be a big part of it.

What are we doing to develop equity, diversity, and inclusion at B3Living?

Our Board has agreed an Equity, Diversity and Inclusion Strategy and action plan, which has been shaped by the views of both our customers and colleagues.

This builds on our previous strategies and will be reviewed every year.

This includes:

- Equity, diversity, and inclusion training for all staff.
- Building our Customer Community membership and ensuring it reflects our wider customers.
- Using customers diversity information to steer the way we deliver and prioritise our services.

We have an Equity, Diversity and Inclusion Strategy. It's aim is to break down barriers, eliminate discrimination and make sure we offer equal opportunities.

We want to be a place where people are appreciated and valued for their own unique contribution and aren't constrained by their own identity or circumstances.

[Click here to read our EDI Strategy.](#)



Role profile

As we look to the future, we are seeking a new Independent Committee Member to join our Audit and Risk and Treasury Committees, with specific finance and treasury experience.

Role purpose

- To act as an independent member of the Audit and Risk and Treasury Committees, bringing specific finance and treasury experience.
- To provide an independent and objective perspective, using their skills, knowledge and experience to contribute to effective governance of the Committees.
- A general duty to act in the interests of B3Living, being committed to the corporate objectives and core values of the company.
- A duty to ensure that the company observes its rules.
- A duty to govern the company with proper skill and care, contributing to, abiding by and assuming collective responsibility for Committee decisions.
- To oversee all systems, controls and processes that may have an impact on the organisation's ability to deliver its strategy, meet its objectives and be compliant.
- To review the annual financial report and accounts before submission to the Board.

To ensure that:

- Effective audit functions are in place (both internal and external).
- Adequate risk management processes are in place.
- An adequate internal control environment is established.
- The organisation functions within the regulatory, legal and financial requirements of a registered provider of social housing.

Independent Committee Members may not also be members of the Board.

Accountabilities

Leadership:

- Share accountability for both the direction and control of the Committees within the agreed terms of reference.
- Establish a strong and positive working relationship between the Committees, the lead member of staff and other senior staff.
- Support the Committee Chairs in his/her/their role of providing strategic leadership and creating positive Committee climate.

Strategic management

- Set objectives for the Committees in the context of the organisation's strategy and policy and determine the outcomes required.
- Review and evaluate current and future external opportunities, threats and risks together with current and future internal strengths and weaknesses to ensure effective decision making.
- In conjunction with the Committees as a whole, be accountable for the quality and effectiveness of the Business Plan in contributing to delivering long term sustainability for the organisation.

Risk

- Within the agreed organisation's risk framework, contribute to the identification, management and reporting of risk within the terms of reference of the Committees to safeguard the organisation's assets.

Governance

- Ensure that the Committees comply with all legal and statutory obligations and that all regulatory requirements are met.

Personal development

- Be both well informed, undertake appropriate background reading, develop and maintain an appreciation of the key challenges faced by the Committees and contribute specialist knowledge, expertise and/or experience.

Person specification

Knowledge

- Understanding of current issues in affordable/social housing.
- Understanding of the social, economic and/or political context in which the organisation operates.
- Understanding of the regulatory and compliance framework relevant to the Committees.

Experience

- Experience of finance and treasury.
- Experience of working with or for not for profit, public sector, private sector and/or social enterprise bodies.
- Experience of customer care and service delivery.
- Experience of operating in a climate of significant change and challenge.

Abilities

- Ability to make a constructive contribution to meetings through preparation and understanding.
- To work within a diverse team.
- Ability to understand complex issues, including financial information ability to take an active part in collective debate and decision-making ability to attend Committee meetings, training and development events and other corporate activities which may be held in the evening and at weekends.

Understands, and is committed to:

- The Association's culture, ethos and values.
- The Association's objectives.
- Values of social housing and supported housing.
- The Association's equality and diversity objectives.
- The Association's commitment to customer service.

Skills

- Risk management
- Scrutiny and challenge
- Financial management and / or accounting
- Audit
- Investigative skills
- Analytical skills
- Corporate governance
- Compliance and regulation
- Appreciation of executive and non-executive roles and responsibilities
- Ability to dedicate sufficient time and energy
- Confidence to give honest opinions and add value to decision-making
- Inquisitiveness and independent judgement
- Capacity to keep up to date with the operating environment
- Understanding the wider social role of the Association across local communities.

Personal qualities

- Commitment to the vision and values of the organisation.
- Commitment to equality and diversity in employment and service delivery.
- High standards of personal and professional integrity.

Meeting dates 2027-8

23 Feb 2027	2.00-3.30pm	Treasury Committee
23 Feb 2027	4.00-6.00pm	Audit and Risk Committee
13 May 2027	All day	Board away day
15 June 2027	4.00-6.00pm	Audit and Risk Committee
14 - 15 October 2027	Afternoon 14th to end of 15th	Board away day
16 Nov 2027	4.00-6.00pm	Audit and Risk Committee
22 Feb 2028	2.00-3.30pm	Treasury Committee
22 Feb 2028	4.00-6.00pm	Audit and Risk Committee





How to apply

For further information about the position or to arrange a confidential discussion, please contact Jonathan Robinson at Neemar Search on **07943 342757**.

To apply for the role, submit your CV and supporting statement to both:

Tom Neely (Director): tomneely@neemarsearch.com

Jonathan Robinson (Consultant): jonathanrobinson@neemarsearch.com.

- **Closing date for applications:** 5pm Friday 14 November.
- **Final interviews will be held:** Tuesday 8 December, in-person.