

Board Recruitment Pack

Deadline: Midnight Wednesday 12th August
Interviews: Early - mid September



About us

Two Rivers Housing is proud to be a community-based social housing provider.

With roots deep in the Forest of Dean, we manage around 4,700 homes across Gloucestershire and the surrounding areas. Our homes are a mix of modern and traditional houses which are available for affordable and social rent and Shared Ownership. We also provide supported living for elderly and vulnerable people.

This is an exciting time to join our team, and we are now looking for two new Non-Executive Directors and one Committee Member to join us and help make sure that everyone has a warm, safe, affordable home.

Everyone should have a warm, safe, affordable home

We are committed to ensuring that our homes remain affordable and making them warmer and more energy efficient. We want our tenants and our colleagues to be proud of the homes we provide and will continue to invest in improving or regenerating them and our neighbourhoods, so they are great places to live.

Alongside this we have a strong development programme, which is designed to help tackle the shortfall in affordable homes in our communities. In 2018, we pledged to build 1,000 new homes by 2028. So far, we have built 957 homes and have developed strong relationships with our development partners.

A business brain, with a social heart

With an annual turnover of around £30m, we are big enough to make a positive impact in our communities, but small enough to really get to know our customers. We have recently been awarded G1/V1/C1 ratings by the Regulator of Social Housing following a regulatory inspection in April 2026.



Our values



Our strategic objectives



A great customer experience



Modern, warm, safe,
sustainable homes



A great place to work



Neighbourhoods where people
love to live



Working #Twogether for our
communities



A strong, well-run business

About the role

A woman with dark skin, glasses, and a patterned scarf is smiling and holding a black cup. She is wearing a grey top and a necklace with a cross. The background is blurred, showing what appears to be a social gathering.

Overall Purpose

- To ensure that Two Rivers Housing is managed efficiently, effectively and in line with the requirements of the law, the regulatory body and best practice.
- To act only in the interests of Two Rivers Housing and not solely on behalf of any constituency or interest group. To uphold the reputation of Two Rivers Housing and the values, objectives and principles for which it stands.

Key Responsibilities

- Participate fully in the planning of Two Rivers Housing's strategic direction, setting objectives and monitoring performance accordingly.
- Participate and agree policies to guide Two Rivers Housing's work and uphold these policies accordingly. Strategic thinking, able to analyse complex information, demonstrate clear analytical intellect and take part in evidence-based decision making.
- The ability to assess risk, promote risk awareness, and understand and evaluate business risks and opportunities in a manner that allows the Group to fully embrace opportunities as they arise.
- Develop a constructive working relationship with the Chair, Executives and other NEDs. Providing support and guidance in areas of your particular expertise and knowledge.
- The ability to work as a strong team member, building confidence in the Group's governance and supporting the values, ethos and social housing objectives of Two Rivers Housing.
- Support and promote tenant and customer involvement and ensure customers remain at the heart of decision making.
- Ensure that decisions taken by the Board are in the best interests of Two Rivers Housing and that its legal responsibilities are met.

About the role



Key Responsibilities (continued)

- Receive and consider reports prepared by the executive team and to question these to ensure that decisions are well founded.
- Attend Board and committee meetings regularly, participate fully in discussions and share responsibility for the decision-making process.
- Contribute to the identification of personal and collective development needs and attend development events as required.
- Treat information labelled as confidential in confidence.
- Not to do anything to undermine the work or reputation of Two Rivers Housing.
- Be an ambassador for the Group and be accountable to key stakeholders.
- To ensure commitment to Two Rivers Housing's Equality, Diversity and Inclusion Policy.
- Actively shape and role model the Group's culture.
- Uphold the Two Rivers Housing Code of Governance and Code of Conduct.
- Operate in line with or develop your ability to work within the stated 'Board Craft Competencies'.

Board craft and core competencies

- Interpersonal skills – members relate to others in an effective way.
- Being up to date with housing and commercial matters.
- Being committed to public service and to providing the very best.
- Being able to analyse problems and draw conclusions.
- Recognising best practice and new ideas.
- Being comfortable with the constructive challenge of the executive team.
- Recognising that you are first and foremost a team member and being comfortable operating in this way.
- Ability to challenge constructively.
- Ability to interpret information.

Person Specification

We have two opportunities for new Board Members and additionally a requirement for someone with a People/Culture background to join our Customer, Colleague, and Culture Committee.

For the Board Member positions, we'll be looking for those who can bring expertise in one of these areas:

- **Social Housing Finance including refinancing**
- **Customer focused with link to technology/data**

We are also looking for people who can demonstrate the following skills and competencies:

- **Customer focus:** ability to understand and articulate the needs, priorities, and issues of our customers and develop respectful, open and positive relationships with them.
- **Leadership:** Ability to think strategically, be held accountable and hold others to account. Contributing positively to setting our strategic direction and the identification of emerging external factors that might impact the business.
- **Independence:** Ability to demonstrate impartiality, objectivity, and integrity, with a focus on risk identification and mitigation and achieving long-term strategic outcomes.
- **Analysis:** Ability to analyse and interpret complex information and evidence, demonstrating intellectual flexibility and sound judgement in decision making.
- **Communication:** Ability to listen, communicate, support, challenge and influence effectively. Positively giving, receiving and acting on feedback and articulating clear reasoning. Being able to work effectively with all stakeholders developing open and positive relationships that provide confidence and build trust.
- **Teamwork:** Ability to build supportive and collaborative relationships and work as a team. Showing self-awareness and welcoming, valuing and showing regard to the differing views and advice of others, motivating and empowering others and inspiring trust and confidence.
- **Equality, diversity and inclusion:** Demonstrable commitment to equality diversity and inclusion and ability to understand and articulate discrimination and inclusion issues and a personal commitment to treating people fairly, honestly and with respect.
- **Commitment:** A commitment to act solely in the best interests of Two Rivers Housing and its subsidiaries, and of the communities it serves, without regard to personal interest or benefit.
- **Corporate governance:** Ability to understand the role of a non-executive and how to contribute to effective corporate governance, decision making, corporate risk and performance management.

Our commitment to you

We are firmly committed to equal access, opportunity, inclusion and participation across our organisation and we reflect this within our policies, procedures and day-to-day working practices.

We aim to ensure that no colleague, job applicant or service recipient receives less favourable treatment on the grounds of sex, marital status, disability, race, colour, nationality, ethnic origin, religion, dependents or age. Nor will they be placed at a disadvantage by imposed conditions or requirements that cannot be justified.

All appointments to our organisation will be made on merit, following a fair and transparent process. We are a Disability Confident employer and disabled candidates who have the essential experience are guaranteed an interview.

It is important for us to understand how our recruitment campaigns reach our communities. For this reason, we have asked Acorn by Synergie to collate anonymous ED&I data for all applicants. Acorn by Synergie will provide the data to us anonymously at the end of the recruitment campaign, so that we can understand who our adverts inspire to join us. We will not receive ED&I data that can be attributed to an individual.

- Our Equality and Diversity Policy reflects our values and provides a framework through which we fulfil our obligations.
- Our Equality, Diversity and Inclusion Statement sets out how we will improve our knowledge and approach to ED&I across the Group.
- All colleagues complete an Equality and Diversity and Safeguarding e-learning as part of their induction.
- We also provide ongoing equality and diversity training.
- Some roles require applicants to have their background checked with the Disclosure and Barring Service. If appropriate, you may be asked to complete a form at appointment.
- We use equality impact assessments to ensure diversity-related barriers are identified and mitigated.

We have retained Acorn by Synergie for the purpose of managing this round of recruitment, and they will be on hand throughout the process to listen, support and advise all interested parties.

If you require support or reasonable adjustments as part of this process, please get in touch with Acorn by Synergie who will be happy to help and advise.

If you have any feedback or suggestions as to how we can improve our practices or policies, please let us know.



More information

Time Commitment

- Board Members should expect to attend six Board Meetings per year at our office in Newent, (usually held at 3:00pm) along with two away days with one usually including an overnight stay.
- Board Members are also expected to serve on a sub-committee, which meet four times a year, usually at our office in Newent but there is possibility of attending virtually where required.
- Additional meetings may be held depending on business needs and Board Members are encouraged to attend events and conferences where possible.
- Our Committee Members will also be invited to attend Board workshops a few times per year.
- Additional time is required for essential learning and training to ensure all Members are able to fulfil the duties of the role.

Location

Two Rivers Housing, Rivers Meet, Cleeve Mill Lane, Newent, Gloucestershire, GL18 1DS.

Term of office

Three-year appointment with the option to extend for a further term of three years (maximum of six years in total).

Remuneration

Board member £5649 per annum, Committee Member £3676 per annum, along with reimbursement of any out of pocket expenses in line with our internal policies.

[Visit our website](#)



The recruitment process

Deadline

Midnight 12th August 2026

Interviews

Early – mid September

To register an interest in joining us, please reach out to our partners Acorn by Synergie, who are managing this process on our behalf.

Contact Details

Luke Robért

Email: luke.robert@acornbysynergie.com

Mobile: 07551 353 260

If you would like to apply after finding out more, please submit the following for consideration ahead of the deadline:

- Updated CV
- As supporting statement, telling us:
 - Why you would like to join Two Rivers Housing, and
 - Demonstrate the skills and experience you believe you would bring.
- Please complete this anonymised [ED&I monitoring form](#).

If you would prefer to submit your application in an alternative format, such as video or audio, then please let our partners Acorn by Synergie know and we'll be happy to support you.

Please send your application to luke.robert@acornbysynergie.com by midnight on Wednesday 12th August.

If you require any assistance or advice in finalising your application, or if you require any reasonable adjustments as part of the whole process, please contact our recruitment partners Acorn by Synergie, who will be happy to help.