



# barcud



## Board Member Recruitment Pack

CYMDEITHAS GOFAL  
THE CARE SOCIETY



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# Welcome Letter

Thank you for your interest in this exciting opportunity available within the Barcud Group. It is a great time to join Barcud Group and help shape the services and future of the communities we serve throughout mid Wales.

With over 4,000 homes and a turnover over £25 million, Barcud is the largest housing association with its roots in the communities of mid and west Wales and the natural partner for those wanting to provide housing, employment and wider development opportunities in the region.

Barcud is more than just a housing association; not only does it build homes for future needs and provide landlord services but through its three subsidiaries offers comprehensive housing, maintenance and support solutions.

The genuine involvement of tenants and residents is fundamental to the Barcud way of working and the Board involves tenants in policy and strategy development. This is one of the many ways Barcud is embedded within communities across mid and west Wales.

We are seeking individuals who share our ambition and commitment to provide the best homes and services to the people of mid and west Wales, the opportunities are as follows:

- Independent Chair for Care and Repair Board - we are looking for an individual who has chairing experience at committee or Board level. Specialist knowledge of finance and audit, HR and employment law are key, whilst professional services provision in repairs and maintenance or cyber security would also be welcomed.
- Independent Chair to join The Care Society Board - we are looking for an individual who has chairing experience at Board level. Housing and Support or governance experience would also be welcomed

The Barcud Group is committed to developing individuals to enable them to reach their potential. This commitment to learning and development extends to Board Members and a comprehensive induction programme will be provided to the successful individuals. New Board Members will have the opportunity to be mentored by an existing Board Member and to be part of the programme of Board Member appraisals undertaken by the Chair.

Further information about the Barcud Group is available on the website: [barcud.cymru](http://barcud.cymru)

I do hope this recruitment pack inspires you to apply.

Yours sincerely,



**Alison Thorne**

Chair of the Barcud Board



## **The Care Society Chair Role Profile**



# THE CARE SOCIETY BOARD CHAIR ROLE PROFILE

The Board is responsible for ensuring the success of the Care Society: setting its mission and values; defining, and overseeing delivery of, strategic objectives; ensuring that organisation and Barcud's assets are protected and that it remains financially viable – all in accordance with the constitution, the law and regulatory requirements. Day to day management is the responsibility of the relevant Barcud Group Director and the Leadership team of the organisation.

## Main purpose of the role

- Ensure the efficient and proper conduct of the Board's business
- Act within the powers set out in the association's constitution
- Promote the success of the association for the benefit of its tenants, leaseholders, residents, other customers and stakeholders
- Exercise independent judgement
- Exercise reasonable care, skill and diligence

## KEY RESPONSIBILITIES

### Fulfilling the role of the Board

With other members of the Board, the responsibilities of the Board member are to:

- Ensure that the organisation is compliant with legal, statutory, constitutional and regulatory requirements
- Set and ensure compliance with the values, vision, mission and strategic objectives of the organisation which must be designed to ensure its long-term success
- Ensure strategic objectives align with that of the Group and that organisational contribution to Group strategic objectives is clearly outlined and measurable so to ensure the long-term success of the Group
- Determine the nature and extent of the principal risks the organisation is willing to take to achieve its objectives
- Establish a culture that is focused on the current and future needs of business, other customers and key stakeholders, and embeds equality, diversity and inclusion in the organisation
- Ensure the organisation operates effectively, efficiently and economically
- Provide oversight, support, direction and constructive challenge to the Leadership Team
- Ensure the integrity of financial information, setting and approving each year's budget, business plan and annual accounts prior to publication
- Establish and oversee control and risk management frameworks in order to safeguard the assets, compliance and reputation of the organisation
- Establish, oversee and regularly review a framework of delegations to committees and staff

### Working as part of the Board team

The Board member has responsibility to:

- Share responsibility for, and uphold, the decisions of the Board
- Fully participate in the work of the Board, making every effort to attend all Board meetings and other events such as Board planning and strategy meetings
- As agreed, participate in working groups or panels in support of the overall governance of the association
- Work constructively with the Barcud Board, CEO and Executive Team and the wider staff team of the organisation as well as that of the Group and other stakeholders
- Comply with the Board's adopted Code of Conduct

- Comply with any legislative, regulatory or organisational requirement of a Board member i.e. Companies House obligations
- Actively engage in the Group Board's performance review arrangements
- Complete an induction training programme within six months of appointment
- Participate in collective and personal learning and development.

## **Being the Chair of the Board team**

In addition to fulfilling the responsibilities of a Board member, the Chair:

- Leads the Board in planning its programme of work for the year ahead, ensuring that it fulfils the Board's principles
- Establishes, with the Barcud Governance Team, the agenda for meetings, ensuring that it is consistent with the Board's terms of reference
- Ensures that reporting and presentation to the Board is of a standard that enables the Board to carry out effective oversight and make high-quality decisions
- Ensures that the Board receives any necessary professional advice
- Ensures that meetings have been properly convened and are quorate
- Ensures that the minutes of the previous meeting are an accurate and complete record and, if they are, signs them
- Guides the meeting through the items on the agenda, encouraging full participation, making best use of Board skills, ensuring that Board members are satisfied with the answers to their questions, drawing together diverse views and ensuring clarity of decision making
- Is a member of Group Chairs Panel and as a result, reports to the Group Chair on the work of the Subsidiary Board, as well as gathering information and directions to take back to the Subsidiary Board
- Establishes a constructive working relationship with the Barcud Governance Officer, Head of Governance and Group Director of Corporate Services, who provide support, guidance and challenge
- Establishes a constructive working relationship with advisors and stakeholders in relation to the Board's business
- Leads the Board in an annual review of its effectiveness
- Plays a role, as per policy, in the disciplinary process of the Group Director of the organisation
- Identifies any issues relating to Board member performance or conduct during the year, working with the Group Chair and the Chief Executive and Group Director of Corporate Services as necessary to agree any corrective action, training or support requirements.

## **SUBSIDIARY BOARD CHAIR PERSON SPECIFICATION**

### **Technical skills**

The Board as a whole requires a range of 'technical' skills. These are areas in which the Board needs one or, usually, two expert members – members who are likely to have substantial professional experience and, where relevant, a professional qualification. These are defined in a Board Skills Matrix which is kept under regular review.

When recruiting new Board members, the Board will identify the particular skills it needs at that time.

## **Core competencies**

In addition to specific areas of expertise in which the Board may need one or two expert members, there are areas in which all Board members need a certain level of knowledge and understanding to contribute as an effective Board member. Such areas include: governance, health and safety, risk management and financial management.

New members would not necessarily be expected to have the required level of knowledge and understanding on joining the Board but would be expected to have gained it by the end of their six-month induction period.

## **Skills and abilities**

### **Business skills**

- Think strategically, taking account of the political, economic, social and technological impacts on the business
- Assimilate and make sense of complex data
- Evaluate facts and evidence logically
- Anticipate and understand the risks and consequences of different options
- Identify opportunities and provide creative input to problem solving
- Oversee delivery of organisational objectives without becoming inappropriately involved in operational detail

### **Interpersonal skills**

- Probe and challenge constructively without creating conflict
- Work collaboratively
- Listen to and consider the views of others
- Know when to contribute a thought and when to keep quiet
- Speak clearly and to the point
- Build and maintain good relationships based on mutual respect.

### **Specialist skills**

- Holds knowledge of Equality, Diversity and Inclusion
- Holds some legal experience, specifically in the areas of contract negotiation, land and development
- Understand digital innovation, digital delivery and hold technology skills
- Hold community engagement know how
- Hold communications / marketing / branding capabilities
- Understanding of influencing others in change situations

## **Personal qualities**

Board members also need certain personal qualities to work as an effective member of the Board. These include:

- Alignment to the mission, values and strategic objectives of the Barcud Group
- Commitment to promoting accountability, openness, transparency, diversity, equality, inclusion, and living the Nolan Principles (see Nolan Principles document)
- Independent judgement – expressing own views, including disagreement when necessary
- Preparedness to tackle difficult or sensitive issues
- Willingness to highlight problems and acknowledge mistakes
- Preparedness to ask for help to understand things when necessary to be able to contribute to discussion and decision making in all areas
- Remaining measured and controlled at all times
- Flexibility – open to new ways of working and able to adapt to change
- Reliability – fulfilling agreed commitments
- Self-awareness – aware of own strengths and weaknesses and motivations

- Welcoming challenge to own views
- Welcoming constructive feedback on own performance and using opportunities to learn and develop
- Ability to commit the required amount of time to the role, including the time needed to prepare thoroughly for meetings and engage with the organisation beyond the Board meeting

### **Skills, abilities and personal qualities for the Chair of the Board team**

In addition to the skills and competencies required of a Board member, chairing the Board requires the ability to:

- Set and maintain an appropriate, business-like, tone for the meeting
- Deal effectively with any conflict of interest
- Deal effectively with any inappropriate conduct
- Ensure that discussion is conducted in an orderly manner, remains focused on the item under consideration, is drawn to a close at the appropriate stage and that there is clarity as to the outcome of the discussion
- Encourage all Board members to contribute, ensuring that no member dominates the discussion
- Manage meeting time effectively
- Devote time to carry out the responsibilities of the role.

### **Conduct expectations**

- Avoid conflicts of interest
- Not accept benefits from third parties
- Declare any interests in transactions or arrangements with the association.

## **TIME COMMITMENT**

4 Board Meetings a year (usually a rotation between in person and online via Zoom meetings)

4 Agenda Setting Meetings (zoom)

1 Business Planning Day (in person)

1 AGM (in person)

4 Group Chairs Panel Meetings (zoom however there may be an attempt to have some in person, diaries permitting)

At least 15 hours per quarter commitment required.

**Travel:** The Care Society is based primarily in Aberystwyth, so any in person meetings would usually be held in Barcud's offices in Llanbadarn Fawr.

Mileage and subsistence expenses can be claimed in line with Barcud's Group Board member Expenses Policy. A copy of the Policy will be provided as part of the induction process.

**Term:** A maximum of 3 x 3-year terms

**Remuneration:** Unremunerated however, reasonable travel plus expenses will be covered



# The Nolan Principles

## Selflessness:

Holders of public office should act solely in terms of the public interest.

## Integrity:

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

## Objectivity:

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

## Accountability:

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

## Openness:

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

## Honesty:

Holders of public office should be truthful.

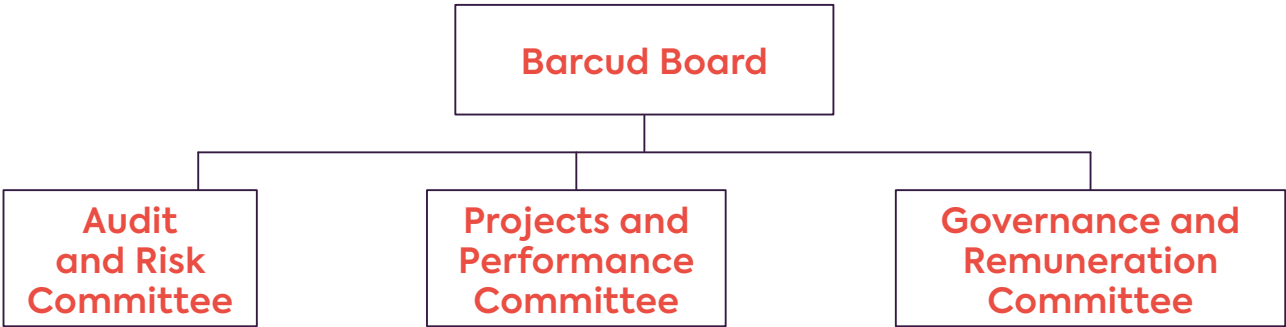
## Leadership:

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

# About the Barcud Group

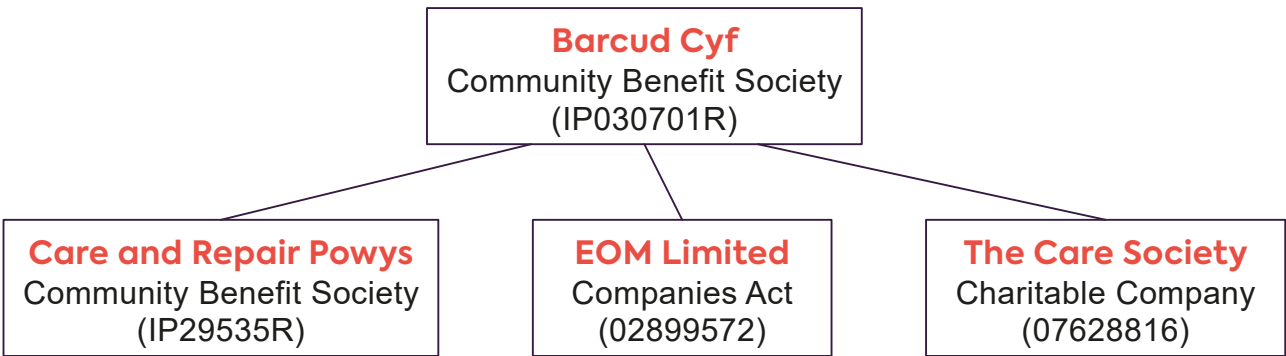
The governance of the Barcud Group is managed through the Barcud Board, Committees and the subsidiary Boards, together with Barcud’s Leadership Team. The Committee structure is shown below:

## Barcud Board and Committees



Barcud has three subsidiaries; Care and Repair in Powys, EOM (EOM Electrical Contractors Ltd) and The Care Society; between them, the subsidiaries employ 97 staff and contribute £6.5 million to the Group’s turnover.

## Barcud Legal Structure



# Barcud Housing Association

Barcud Housing Association was registered on 2 November 2020 as a Community Benefit Society. Barcud owns and manages over 4,000 properties, has an annual turnover over £28 million, and employs over 200 staff.

Barcud is a not for profit housing association. Every penny is ploughed back into providing first class homes in our communities across Powys, Ceredigion, Carmarthenshire and Pembrokeshire.

By bringing together expertise, experience and vision, Barcud is the backbone for providing affordable housing to rent, rent-to-own and buy in the heart of Wales.

## Values

The way Barcud delivers its services is reflected by its values. These are;

- **Committed** - We are committed to providing firm foundations for life.
- **Proud** - We take pride in what we do and we are proud of doing it well.
- **Respect** - We respect the people we work with and work for and value the contribution they make.
- **Caring** - We care about our people, communities, culture, country and the environment.
- **Together** - We work together with our colleagues, tenants and partners, creating stronger communities.

## Purpose

The purpose or aim of Barcud can be summarised in the following 'strapline': **Firm Foundations; Better Homes; Strong Communities**. This is being delivered through the achievement of five strategic objectives which are:

1. To maximise the provision of affordable, energy efficient homes in mid and west Wales
2. To be a bilingual, tenant focused landlord that works with partners to support the local economy, communities and tackles homelessness
3. To be an inclusive, first class employer that fosters a positive culture and is dedicated to developing its colleagues
4. To be a sustainable, low carbon organisation
5. To be an organisation with robust governance, finances and digital infrastructure

Further details about Barcud Housing Association can be found on the website: [barcud.cymru](http://barcud.cymru)

# Care and Repair in Powys

Care & Repair in Powys is a non-profit making organisation with charitable purposes, registered with the Financial Conduct Authority as a Community Benefit Society under the Co-operative and Community Benefit Societies Act 2014.

Care & Repair in Powys was established in 1988, and is one of thirteen independent Care & Repair Agencies working across Wales. They specialise in providing a range of advice and adaptations to enable older or disabled people to remain living well in their own homes, be they privately owned or privately rented.

Care & Repair in Powys offers a Healthy Home Service for older people living in Powys, to assess and advise on safety and security in the home. They also facilitate the Mamwlad project, which is a Welsh Government funded service to help people over 50 in the farming community to stay living at home safely and independently and to tackle loneliness and isolation.

Care & Repair in Powys currently employs 19 staff who are based at Tŷ Canol House in the centre of Newtown. From there, the Agency operates across the whole of Powys.

## Our Values:

The work of Care & Repair is to support older and disabled people to remain living in their own homes, independently and safely, for as long as they choose to do so.

### Dignity & Respect

We treat all of our customers as individuals, with dignity and respect, and empower people to retain control of their own lives.

### Inclusivity

We work collaboratively with key partners and local communities to deliver excellent sustainable services.

### Person-centred

We act in a way that is open, fair, accessible and equitable. We respect the views of our clients and colleagues. We put people **first**.

### Quality

We aim to provide the highest quality service, and demonstrate honesty, integrity and transparency in all that we do.

### Our agreed priorities are:-

- Priority 1 - Hospital to a Healthy Home scheme
- Priority 2 - Own Occupational Therapist
- Priority 3 - Energy Officer
- Priority 4 - 4th Minor Adaptations Officer
- Priority 5 - Investigate becoming a charity
- Priority 6 - Expand Mamwlad
- Priority 7 - Hire out Mobility Aids

Further details about Care and Repair in Powys can be found on the website:

[crpowys.co.uk](http://crpowys.co.uk)



Gofal a Thrwsio ym Mhowys  
Care & Repair in Powys



# The Care Society

The Care Society is a Registered Charity providing housing, homelessness and support services throughout mid and west Wales. The Care Society is passionate about making real, practical and immediate improvements to people's lives.

The Care Society has been responsible for significant reductions in homelessness, providing people with the help they need to live independently in their own homes. The Care Society helps a wide range of people, including the most vulnerable members of society, to engage with their communities and lead more active and rewarding lives. The Care Society's work is crucial in reducing pressure and demand on public and health services locally.

The Care Society provides housing and tenancy related support to enable homeless and potentially homeless people aged 16 and over to acquire the skills and resources they need to sustain a tenancy. Funded by Supporting People, the aim of the service is to help people to live successfully and independently in settled accommodation within their community.

The Care Society also offers a Shop Mobility Scheme based within its charity shop in Aberystwyth, and manages a Social Lettings Agency.

The Care Society currently employs 40 staff who are based in, Aberystwyth and Cardigan in Ceredigion and Newtown in Powys.

## Vision

"Offering real, practical and immediate improvements to people's lives through our housing, homelessness and support services."

## Mission

- Supporting people to realise their full potential
- Building stronger communities
- Providing housing and accommodation options

Further details about The Care Society can be found on the website: [caresociety.org.uk](http://caresociety.org.uk)



# EOM (EOM Electrical Contractors Ltd)

EOM is an established and reliable Newtown firm providing electrical, gas and plumbing works as well as general maintenance. EOM work on projects ranging from small jobs for individual homeowners to large-scale projects for commercial and public sector clients.

EOM was established in 1995 by a group of mid Wales electricians, and today employs a total of 38 professionals within the team. EOM provides a wide range of maintenance services from reactive and voids works to residential properties, through gas servicing and electrical testing and health and safety works such as fire alarms. These services are provided to a range of clients throughout mid Wales in addition to Barcud. EOM supports apprentices, trains and develops its workforce, and aims to become an environmentally sustainable company that specialises in the installation and maintenance of electrical services to providing a multifaceted asset maintenance service.

## Key objectives

- To be a sustainable business, developing sustainable skills and knowledge and can provide added value to our customers.
- To be a respected employer that supports the local economy and communities.
- To invest in colleagues, and drive for industry leading efficiency levels.
- Grow the business through quality and profitable new work.
- To be a customer focused local business, that has an excellent reputation for providing a first-class maintenance service.
- To use technology to aid efficiency and customer experience.
- To ensure that all new installations are high quality, undertaken safely, and that any new work is won on quality and recommendation, rather than just on price.
- Increase in turnover by 15% in first three years and by 10% in years four and five
- Be the contractor of choice.
- Deliver a net profit of 10% of annual turnover.

EOM has consistently increased its turnover from over £2.5 million three years ago to nearly £4m, with plans to develop the business further.

Further information about EOM can be found on the website: [eomltd.co.uk](http://eomltd.co.uk)





# Barcud Board Members

The Barcud Board is made up of up to twelve members, with provision for a further five co-optees. The Barcud Board has overall governance responsibility for the Group.

Board Members have the opportunity to sit on the Sub Committees and the Subsidiary Boards.

The current Board Members are:



**Alison Thorne**  
Chair of the Barcud Board



**Dafydd Lewis**



**Kaye Law-Fox**  
Senior Independent Director



**John Rees**



**Mererid Boswell**



**Carina Roberts**



**David Hall**



**Enid Roberts**



**Siobhan Johnson**



**Olumbunmi  
Ajayi-Obanewa**



**Wyn Jones**



**Richard Woolley**

Full biographies of all Barcud Board Members can be found on the website:  
[barcud.cymru/board-members](http://barcud.cymru/board-members)

## Care & Repair in Powys Board

The Care & Repair in Powys Board is made up of up to eight members - up to five independent members and a minimum of three nominees from the Barcud Board.

**The current Board Members are:**

### Julie Metcalf (Chair)

(Stepping down September 2024)

Julie is a retired local authority Adult Social Care manager, former Head of Disability and Rehabilitation, and was a registered social worker until October 2014. The main focus of her career was physical and sensory disability services, including Occupational Therapy Services. Julie worked with colleagues across the Voluntary, Statutory and Independent Sectors and she has considerable experience of budget monitoring and control systems up to £6m.



### Paul Jays (Vice Chair)

Paul has a career history in local authority health and social care services, including a period as Head of Adult Social Service with Worcestershire County Council. Most recently, Paul worked as an independent consultant with organisations including the National Institute for Health and Clinical Excellence, the Falkland Islands Government and Powys Adult Care Services and PTHB. He has also been Vice-Chair of Severn Vale Housing Association, and a director of a family business.

### Crispin Jones

Crispin has leadership and business skills, with general financial awareness, wide experience of employment relations, contract negotiation and programme delivery. He has considerable experience of central and devolved Government liaison and a number of years of senior management experience; mainly in the private domestic housing sector, with specific knowledge of the retrofit sector.



### Dafydd Lewis

Dafydd is a former Corporate Director for Gwynedd Council having had responsibility for housing, adult social care, health & well-being and community safety partnerships. Dafydd brings his skills to the Projects and Performance Committee and Care and Repair in Powys Board. Dafydd is a fluent Welsh speaker.



### Mark Rees

Mark is a retired Trade Union Cymru Learning Support Officer, with 10 years' experience of housing management and tenant participation. Throughout Mark's career, he has been committed to the ethos of community involvement, social justice, and responsibility. Mark's experience as a former Board Member of Mid-Wales Housing Association gives him good knowledge of the relationship between Care and Repair in Powys as a Subsidiary operating within a Group structure.



## Carina Roberts

Carina has over 30 years' experience of leading in the housing sector, and experience in partnership working with public and private sector organisations. Carina's knowledge of social housing and extra care provision are a valuable addition to the Projects and Performance Committee and the Care and Repair in Powys Board. Carina is a fluent Welsh speaker.



## The Care Society Board

The Care Society Board is made up of up to eight members - up to five independent members and a minimum of three nominees from the Barcud Board.

**The current Board members are:**

### Anthony Hearne (Chair)

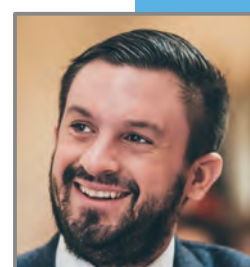
(Stepping down October 2024)

Anthony has over 30 years' experience of working and volunteering in housing, supported housing, and youth and community development organisations. Anthony is passionate about working with people and communities to help them thrive and prosper, is a big supporter of foundational economies and transformative power of the social economy, and a huge advocate for equality and social justice.



### John Rees (Vice Chair)

John is Head of Finance at Plymouth Community Homes and a Chartered Certified Accountant. John's financial and risk management experience within the social housing sector led to his appointments as Chair of the Audit and Risk Committee and Vice Chair of The Care Society Board. John is an active Welsh learner with links to the Ceredigion area.



### Stephen Cripps

(Stepping down September 2024)

Stephen is a former local government Chief Officer with 30 years' experience including Housing Management. Stephen was previously Chair of Tai Ceredigion and Barcud Housing Associations, and was a Member of Community Housing Cymru's Board. Stephen is also the former Chair of Ceredigion County Council's Ethics and Standards Committee.



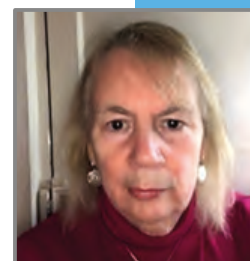
## **Margaret Gallagher**

Margaret is an Australian who has lived in the UK for 26 years, 18 of them in Ceredigion. Margaret has a BSc and MA in Psychology from the University of Sydney and worked in social care and health for over 20 years. Margaret was the original Supporting People Manager for Ceredigion County Council and facilitated the set-up of the initiative in the county. Margaret is a trustee at Jig-So Children's Centre in Cardigan and a member of the Barcud Monitoring Group.



## **Annette Jones**

Annette is a retired Social Worker and Team Manager with 45 years' experience, who worked with child protection, and children in need with looked after issues. Annette is highly experienced in multiagency working and appreciative of the interventions offered by The Care Society from a purchaser perspective. Annette is a fluent Welsh speaker and a Community Councillor.



## **Peter Saunders**

(Stepping down September 2024)

Peter has a background in town planning, research and University lecturing. He is a former Director of student services at John Moores University, Liverpool, and has an active interest in social care and extra care housing. Peter is a former Board Member of Tai Ceredigion Housing Association. Peter is a keen Welsh learner.



## **Victoria (Vicky) Medhurst**

Vicky is Head of Finance at Brandon Trust and has worked in the charity and not-for-profit sector for the last 15 years. During this time, Vicky has encountered a wide range of needs of communities across South Wales and is passionate about ensuring they have access to the right support. Vicky's experience in the care and support sector whilst working at Pobl Group has provided insight into the challenges of the sector, particularly around funding and sustainability.



## **Richard Woolley**

Richard is a Chartered Certified Accountant and former Chief Executive of Connexus Homes. He has over 30 years' experience in the social housing sector at organisations including both large-scale voluntary transfers and traditional housing associations in roles such as Director of Resources and Group Chief Accountant as well as a Chief Executive for almost five years. With a strong finance, governance and strategic housing background, Richard is a valued member of both the Projects and Performance Committee and The Care Society Board, in addition to his Group Board member role.





# EOM Board

EOM's Board is made up of up to six Members, three of which are independent and three are nominated by the Barcud Board.

## The current Board Members are:

### Richard Knight (Chair)

Richard is a Senior Business Development Manager of Plentific; a provider of landlord and property maintenance solutions, and a former Regional Client Director of GasTag. Richard has over 30 years in the ICT industry supporting customers with installation and maintenance of software solutions and over 20 years supporting housing associations with business support.



### Mererid Boswell

Mererid is the Head of Finance and Corporate Services at the National Library of Wales. As a chartered accountant with experience of finance in the charity and public sector, Mererid's financial skills are well utilised as a member of the Audit and Risk Committee and EOM Board. Mererid is a fluent Welsh speaker.



### David Hall

David is the Group Head of Property for the Wrekin Housing Group. With nearly 30 years' experience in social housing in the delivery of asset management, property health and safety, property retrofit, procurement, and housing development, and sitting on the both the CIH Asset Management and the NHF Building Safety Groups. David's skills are a valuable addition to the Audit and Risk Committee and the EOM Board.



### Wyn Jones

Wyn is a Fellow of the Royal Institution of Chartered Surveyors, Member of the Chartered Institute of Arbitrators and a Member of the Expert Witness Institute. He is also an experienced developer and an RICS registered Expert Witness, Accredited Valuer, Arbitrator, and Independent Expert. Wyn also holds office as a Chair of the First-tier Tribunal Property Chamber, Government appointed Chair on the Welsh Valuation Tribunal and Lord Chancellor's appointed member of both English and Welsh Agricultural Land Tribunals. Wyn's skills are well suited to his roles on the Projects and Performance Committee and EOM Board.



### Antony Lowry

Anthony is a business owner with over 25 years' experience of working in the social housing sector: 15 of those operating at executive level in a range of Large-Scale Voluntary Transfers in both rural and inner city locations.



### Fleur Whittingham

Fleur has worked in social housing for over 20 years after graduating with an MSc in research methods and statistics. Fleur has a broad knowledge in the delivery of gas servicing, maintenance, investment and procurement, and a particular interest in Health and Safety and property compliance.



## How To Apply

To apply for these roles please submit the following documentation:

- A detailed CV of no more than two pages (2,000 words) including details of positions held (and dates). Please include key achievements of relevance to a non-executive position
- A supporting statement of no more than two pages (2,000 words) explaining your motivation in applying for a position and how you would add value as a Board member (meet the skills, abilities and personal qualities of the relevant Person Specification). **Please state which role you are applying for and if you are applying for more than one role please indicate your preference.**
- A completed equality and diversity monitoring form. Before we shortlist, your personal details and equality and diversity monitoring form will be separated from your application form. This is because we want to make sure that candidates are shortlisted on their knowledge, skills and experience alone.
- Contact details (name, job title, organisation, phone and email) for two referees (one personal and one employment related, preferably your current employer if applicable). Please note we will not take up references without your prior permission.

If you wish to have an informal and confidential discussion to understand more about Barcud and its subsidiaries, or any of the roles, please contact Elspeth Edwards, Senior Governance Officer, by email: [boardrecruitment@barcud.cymru](mailto:boardrecruitment@barcud.cymru), or direct line: 01570 424362, who will provide insights and/or arrange a call with the Chair of Barcud.

## Recruitment Timetable

Recruitment Stage	Date
Closing Date	Monday 14 October
Shortlisting Decision	Friday 18 October
Interviews (Tŷ Canol, Newtown)	Monday 28 October

If you are likely to be unavailable during any of the interview periods above, please contact [boardrecruitment@barcud.cymru](mailto:boardrecruitment@barcud.cymru) as soon as possible.





barcud