

**Recruitment Pack**

# Red Kite Group Board

Chair of Audit and Risk Committee

Chair of Development Committee

# Welcome from the Chair

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Thank you for your interest in joining the Red Kite Community Housing Group Board as a Chair of either our Development or our Audit and Risk Committee.

These roles play a vital part in ensuring that we continue to be a Board dedicated to placing our tenants at the centre of everything we do.

Our founding conviction is that a housing association should provide more than just a home, and we have a strong commitment to tenant involvement.

As we move into a new phase of our strategic plan, we are looking for two new chairs to join our Board, to shape our future.

We are financially strong, and we are assessed by the Regulator of Social Housing as being in the top category for both governance and viability (G1,V1).

Like other associations, we face challenges in ensuring that our homes are universally warm, safe and sustainable, and that our services meet appropriately high expectations – there is always scope to do better.

We're looking for two people who will help us do just that as we deliver our new and exciting strategic plan.

This pack will give you an overview of the roles and what they involve. We hope it inspires you to apply and be part of an organisation committed to making a real difference to people's homes and communities.



**Lucy Weston**

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Red Kite Chair



**SCAN** the **QR** code to visit our website or [click here](#) to find out more about us!



# About us

**We were formed in 2011 and since then, we have built a strong reputation as a tenant-led housing association.**

**We:**

- Own and manage over 6,600 homes locally
- Are financially strong and rated G1/V1 by the Regulator
- Invest in homes, services and communities
- Develop new homes to meet local needs.



We are ambitious about the future, focused on delivering safe, warm homes in good condition, improving services, and supporting thriving communities.

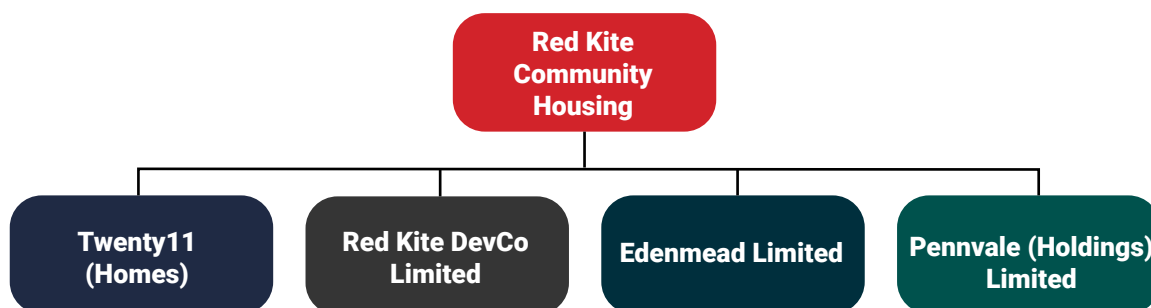
Our Group structure has been set up to deliver the big and exciting plans we have for the future. We have the financial resources to deliver and have an experienced leadership and staff team to realise our goals.

If you join us, you will be on a Board which, amongst other things, oversees a Group Company, Twenty11. We set up Twenty11 to establish a housing provider designed for the needs and opportunities of the 21st century.



**The Red Kite Group is comprised of the following companies:**

- **Red Kite Community Housing** - owns and manages a range of social housing homes mainly in the Wycombe district and is our core housing business
- **Twenty11** - a charitable purpose company that allows us to offer a fair housing solution, by tailoring rents to individual affordability and providing a model that allows tenants at all income levels to develop and realise their own personal aspirations through dedicated help and support
- **Red Kite DevCo** - a limited company that allows us to develop new homes in a tax efficient manner
- **Edenmead** - a limited company setup to allow us to develop private homes for sale and gift back surplus to support the delivery of affordable housing
- **Pennvale** - a limited company to undertake commercial activities to the Group and the external market.



The Board oversees the Group and ensures it proceeds in accordance with its Corporate Strategy, meets its legal and regulatory requirements, and ensures strong governance, financial control, and risk management. [Click here](#) or **SCAN** the **QR** code to find out more.



## Our Vision

# Our Vision for 2025-2030

“Creating homes as foundations that enable individuals and communities to thrive”

## Our Mission for 2025-2030:

We will build a strong foundation for tenants and communities centred around safe, warm and affordable homes. This will be delivered through responsive, transparent, and cost-effective services, influenced and shaped by our diverse tenant voices. We will embrace innovative ways of working, recognising our responsibility to meet our wider challenges and ambitions to create sustainable communities and homes.

## Our Values



### Partnership

We will work with our tenants, volunteers and other stakeholders to achieve successful outcomes, recognising the value and opportunities enabled by working together.



### Respect

We will hear and value the diverse voices of our tenants and communities, and use this to shape and improve our services.



### Pride

We will take pride in all that we do, and want everyone to be able to be proud of their homes and neighbourhoods.

**Creating homes as foundations  
that enable individuals and  
communities to thrive**

Click [here](#) or **SCAN** the **QR** code to read about our **Corporate Strategy**.



# Our Board

**Red Kite is governed by a skills-based Board who share equal responsibility. The Board meet at least seven times during the year.**

## Our current Board

### Lucy Weston (Chair)

Lucy has extensive experience across housing, health, and voluntary sectors and is passionate about the role they play in improving people's quality of life, reducing inequality, and supporting resilient, connected communities. As a Chartered Accountant, she combines financial expertise with a clear focus on good governance and a commitment to high quality services for the people that rely on them. She currently serves as Vice Chair at Oxford Health NHS Foundation Trust and as Chair at Response, a mental health and housing charity.



### Anita Khan (Senior Independent Director)

Anita's career began in the voluntary sector with youth organisations before moving into social housing 10 years ago. Currently the Managing Director of Sparrow Shared Ownership (appointed April 2025), she previously served as Chief Executive of Tower Hamlets Community Housing and Executive Director of Customer Services at Settle in Hertfordshire. Anita brings extensive current sector expertise to the Board.



### Tracey Faraday-Drake (Chair of People, Remuneration & Nominations Committee)

Tracey has spent most of her career in the housing and charitable sectors, starting off as a frontline worker supporting homeless ex-offenders in London.



### Afzal Ismail (Chair of Audit and Risk Committee)

Afzal has experience as a non-executive director in the public sector, namely housing and the NHS. Currently on the Board (and also chair of their Audit Committee) of a large hospital in the Midlands, Afzal's particular expertise is risk, audit and governance which is underpinned by his accountancy qualification.



**Tim Mulvenna** (Chair of Development Committee)

Tim has worked in housing for nearly 20 years and is currently Chief Executive at Future Housing Group, which provides affordable homes across the East Midlands.

**David Carroll** (Board Member)

David has lived in the Wycombe area all of his life and was brought up in council accommodation. David was appointed as a magistrate some years ago and is currently a serving Buckinghamshire Councillor.

**Derek Cash** (Board Member)

Derek has worked in social housing for 32 years. He served for 14 years as a local Councillor in his native Dorset.

He played a leading role in setting up three housing associations from scratch in Dorset, Somerset and South Africa.

**Lesley Clarke** (Board Member)

Lesley was first elected as a Councillor in 1991 and has been a member of Wycombe District Council, Buckinghamshire County Council, and now the unitary Buckinghamshire Council, representing Abbey Ward. She was also High Wycombe Town Mayor in 1994/5 and was Deputy Mayor in 2021/22.

**Candida Dutiro** (Board Member)

Candida has been a Red Kite tenant since 2011 and brings both lived experience and professional expertise to her role as Tenant Board Member. She holds an MSc in Leadership and has held senior NHS roles in ophthalmic screening, data reconciliation, and governance.



**Diana Green** (Board Member)

Diana has spent half her career working for a large American corporation, and half working for a major UK charity. She has worked in logistics, manufacturing and employee communications.



**Our Resident Representative Team**

Key to our tenant-led approach is our Resident Representative Team (RRT) made up of 10 tenants, leaseholders or shared owners.

They conduct a scrutiny programme of the areas of the business they choose, they oversee membership of our key tenant engagement structures, and have representation on most recruitment panels and procurement activities. Click [here](#) or **SCAN** the **QR** code below to find out more.



**Ron Fowler**  
(Chair of our RRT).



**Our Executive Team**

Information about our Executive and Senior Leadership team, who are responsible for managing the day-to-day operations of Red Kite can be found [here](#) or **SCAN** the **QR** code below to find out more.



**Peter Cogan**  
(Group Chief Executive).

Peter has a wealth of experience in housing and overseeing key customer-facing functions, including repairs, housing, customer services, customer relations, and community engagement teams.



## Summary of the role - Chair of Audit and Risk Committee

**Job title:** Chair of Audit and Risk Committee

**Remuneration:** £9,500

**Responsible to:** The Chair of the Board

### Role purpose

We are seeking an individual who can confidently lead the Audit and Risk Committee, bringing relevant expertise and experience to support its work. The role includes ensuring the Committee provides the Board with robust assurance on governance arrangements, internal and external audit procedure, including oversight of the annual financial statements, and the effectiveness of our risk management and assurance framework.

### Role profile – What we're looking for

#### You will bring:

- Significant experience as a Chair or member of an Audit and Risk Committee, with the ability to provide effective leadership and constructive challenge
- A recognised professional accounting or auditing qualification, supported by senior-level experience in an organisation of comparable scale and complexity
- Strong understanding of both internal and external audit functions, including how they contribute to effective governance and assurance
- Proven experience of overseeing the year-end financial audit process, with the ability to scrutinise and interpret financial information confidently.

Click [here](#) or **SCAN** the **QR** code to find out more about our committees.



## Summary of the role - Chair of Development Committee

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**Job title:** Chair of Development Committee

**Remuneration:** £9,500

**Responsible to:** The Chair of the Board

### Role purpose

We are looking for someone who can lead the Development Committee, bringing relevant expertise and experience to support its work. The role includes ensuring the Committee provides the Board with robust assurance that governance arrangements are effective and aligned with the Committee's Terms of Reference.

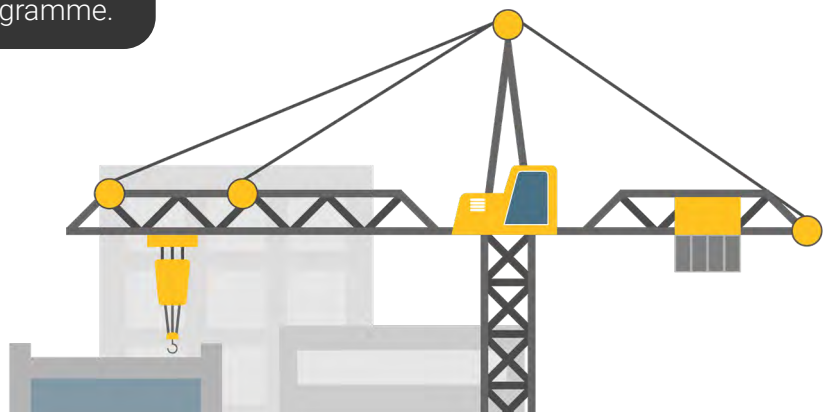
This is an exciting time to join us as we have ambitious plans to increase the number of affordable homes available to the local community through our development plans, developing 500 new homes by 2030, equivalent to 100 per year. We are also assessing future opportunities to increase the number of homes we can provide outside of our development plans. With an eye on sustainability, affordability and the impact on the community, it's a challenging role, but one we expect will be very rewarding too.

### Role profile – What we're looking for

#### You will bring:

- Significant experience in overseeing and scrutinising development programmes, including new-build projects and growth opportunities
- Proven experience as a Chair or member of a Development Committee, with the ability to provide effective leadership and challenge
- Strong expertise in development growth, land acquisition and management, Section 106 agreements, and joint ventures
- A thorough understanding of Development Committee practices, alongside robust knowledge of risk and frameworks relating to development
- Up-to-date knowledge of the regulatory landscape, commercial drivers, and building contract environment, with the ability to apply this insight strategically.

Click [here](#) or **SCAN** the **QR** code to find out more about our development programme.



## More information about the roles

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### **Committee Chairs** - are required to:

- Ensure the highest standards of governance are evident across the Red Kite Group
- Be a competent and strong person with the ability to chair the Committee and to ensure it operates with independence, balance and integrity whilst remaining true to Red Kite's strategic vision and tenant-led values and culture
- Bring high quality skills and competencies associated with being effective as a Board member, and to work effectively with others across the organisation, including Group Board members, the Executive Leadership Team, the Senior Leadership Team and other appropriate individuals in the organisation
- Have knowledge of and experience in the public or private sector
- Have substantial experience of working at a senior level and in a position of leadership.

### **Duties and responsibilities:**

- Committee chairs will have a lead role in ensuring that the work of the Committee is carried out effectively, independently and with the utmost probity at all times. They will bring recent and relevant expertise and leadership to the role with an ability to shape and encourage best practice.

### **Skills, ability and knowledge:**

- Sound and stable leadership qualities including the ability to interpret information, make sound judgements, and appraise performance effectively
- A commitment to lead in accordance with the Group's vision and values
- Ability to build credibility, trust and respect, to question and to challenge constructively and effectively
- Objectivity, integrity, discretion and excellent communication skills.

### **The Board:**

The Board of Red Kite is corporately responsible for the success of the organisation and ensuring its compliance with all legal and regulatory obligations by directing and supervising the Group's affairs.

### **The Board is responsible for:**

- Overseeing and setting the long-term strategic direction
- Ensuring we proceed in accordance with our Corporate Strategy
- Meeting our legal and regulatory requirements
- Ensuring strong governance, financial control and risk management
- Upholding and promoting our culture, values, core policies, purposes, and objectives.

## Person Specification

### Specific experience:

#### Each Board member has a personal responsibility to:

- Always act in Red Kite's best interests
- Uphold Red Kite's purpose, objectives and policies
- Uphold the values of Red Kite through high standards of conduct and behaviour and by complying with the code of conduct, Rules and financial regulations
- Contribute to, and share responsibility for, the Board's decisions, including its duty to exercise reasonable care, skill and independent judgement
- Act in a fair and professional manner
- Challenge and question in a constructive manner
- Prepare for and attend Board and Committee meetings, away days, training/development events and other external events as required
- Participate in reviews of individual and Board performance and measures designed to develop individual and Board's capacity and effectiveness
- Establish and maintain a strong positive working relationship with the Board, Group Chief Executive, key staff and tenant groups
- Observe and comply with organisational aims, objectives, policies and procedures in relation to health and safety, and observe and continually promote equality and customer service
- Positively represent Red Kite Group with external stakeholders, including tenants, leaseholders and shared owners, ensuring the objectives of each are maintained
- Declare any relevant interests and avoid conflicts of interest
- Respect the confidentiality of information
- Ensure their skills and sector awareness are kept up to date and that they participate in learning and development sessions and events.

All Board members share the same legal status and have equal responsibility for ensuring that the Board fulfils its collective role.

### Our Board and committee structure



## Key qualities

**Secure assurance** – able to test evidence and gain assurance, not reassurance

**Ensure accountability** – operating at all times in the spirit of co-regulation and with public scrutiny in mind

**Govern risk** – understanding it, identifying it, articulating it, and ensuring it is managed; and in isolation and on a cumulative basis – at human, property and organisational levels

**Contribute to scenario planning** – using tools to explore assumptions and alternatives to enable planned and flexible decisions to be taken in a timely manner

**Demonstrate financial literacy** – ensuring all decisions are informed by a working understanding of business finance, such as cash flow and profit and loss accounts to using more sophisticated models to support decision making around development of new housing, investment in existing and disposal as required

**Oversee business development** – demonstrating appropriate insights into the core business and capabilities and an appreciation of the impact of diversification and growth

**Understand the business and customer context and impacts** – from understanding the impact of policy on markets and customers to seeking evidence of the social and economic benefits of the Board's decisions.

## Practical considerations

- The estimated time commitment is around three days per month (including meetings, reading and preparation time, committee work, Board away days (these are whole-day events), appraisal, ambassadorial events, training and development, etc.)
- Access to email and the internet are required to access our paperless Board portal. A laptop will be provided
- Access to a suitable vehicle or public transport to attend meetings and events
- Out-of-pocket expenses and remuneration are paid in accordance with the relevant policies. We will reimburse reasonable costs necessarily incurred in the performance of Board duties, such as attending events, external meetings, or training. The cost of any travel to or from our Head Office cannot be claimed
- Our Board meetings are held in person, generally from 4.30-7.30pm. Sub-committee meetings are usually held online via Microsoft Teams.



## Eligibility

To be a Board member you need to declare that you:

- are not an undischarged bankrupt or subject to any undischarged compositions or arrangements with your creditors
- are not disqualified or removed from acting as a company director, charity trustee, board member, non-executive director or charity manager
- have not been convicted of any indictable offence, unless the conviction is spent
- have not been convicted of any offence that would be likely to bring Red Kite into disrepute or might be incompatible with the role
- are not a connected Local Authority person
- have not been convicted of any offence involving deception or dishonesty unless the conviction is spent. All Board members are subject to Disclosure and Barring Service (DBS) checks
- are not in dispute with Red Kite.



# How to apply

## To apply

Please submit:

- A CV
- A supporting statement outlining your interest and what you would bring.

Please send these to **Hannah Smith**, Senior Associate at Neemar Search [hannahsmith@neemarsearch.com](mailto:hannahsmith@neemarsearch.com). You can also contact Hannah if you would like an informal conversation about the role.

We will operate a two-stage recruitment and selection process.

### First stage:

You will have the opportunity to discuss the role in further detail, along with gaining a deeper understanding of who we are as an organisation. This will also provide us with an opportunity to find out more about you, explore your career background in further detail, and discuss your motivations for applying for this position. This stage will be undertaken virtually via Microsoft Teams.

### Second stage:

The second stage of the process will involve a panel interview. This stage will be on site at Red Kite.

There will also be a separate discussion with a Resident Representative Team member.

## Recruitment timeline

**Applications close**  
5th June

**First stage interview**  
w/c 15th June

**Second stage**  
w/c 29th June/  
6th July

All successful candidates, once approved by Group Board, will be formally appointed by our members at our Annual General Meeting on 15th September 2026.

For an informal conversation about the role, please get in touch with **Hannah Smith**, Senior Associate at Neemar Search [hannahsmith@neemarsearch.com](mailto:hannahsmith@neemarsearch.com)

**You can find further information about our organisation on our website:**

 [www.redkitehousing.org.uk](http://www.redkitehousing.org.uk)

**Red Kite**  
Community Housing

