

**The Riverside Group Limited
Board Trainee Recruitment Pack**



Your application

Thank you for your interest in Riverside. This pack explains who we are, the opportunities of joining the Board Trainee programme and what you need to do to apply.

For your application to be considered please provide:

- an up-to-date CV
- a supporting statement explaining why you are interested and qualified for the role against the person specification
- the equalities and diversity form. Though completion of the equalities section is not mandatory, this is requested for monitoring purposes in line with our commitment to equality and diversity.

Please note that applications will only be considered if all the documentation is complete. Please submit your completed application documents to **jen.humphries@riverside.org.uk** by 5pm on 21 May. Please let us know if you cannot attend any of the interview dates and any other information you feel is relevant. We want to make this process as accessible as we can, so please let us know if there are any reasonable adjustments we can put in place to support you, please contact Jen Humphries jen.humphries@riverside.org.uk.

Equality, diversity and inclusion are of great importance to Riverside; all Board/trainee Board members should demonstrate commitment to this and ability to understand and articulate discrimination and inclusion issues and a personal commitment to treating people fairly, honestly and with respect. Applications from candidates from under-represented groups are particularly encouraged and welcomed. It is important to Riverside that it reflects the communities it serves.

Please contact me if you would like to have an informal discussion about the role and organisation, or if you have any other questions to help you decide whether to apply.

Thank you for your interest in this role.

Kind regards,

Shazad Sarwar
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Background

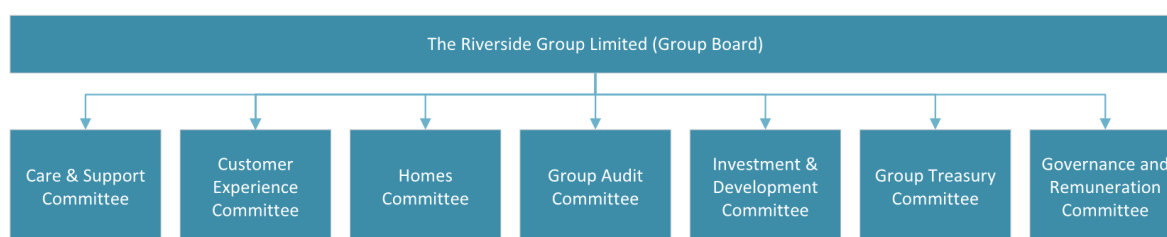
The Riverside Group Limited (TRGL) is seeking to appoint two candidates onto their Board Trainee Programme in conjunction with the Housing Diversity Network (HDN). The successful candidates will join the programme for a two-year term.

TRGL is looking to recruit someone who has the knowledge and experience set out in the person specification but diversity, in all its forms, is equally as important to the Board. This programme is specifically designed to support applicants who come from a diverse background.

Over the last few years, we have challenged ourselves to develop a diverse board to help shape Riverside and deliver our Forward Together plan. One of our aims (and indeed requirements of the NHF Code of Governance 2020) is that our colleagues and the members of our Governance Community reflect the community we serve.

About Riverside governance

The TRGL Board is the senior governance body within Riverside and sets the mission, strategy, corporate and business plans and policy for the Group as well as overseeing performance against these. The powers of committees are delegated by the Board and set out in the Terms of Reference of the committees.



About Riverside

Riverside is a group of complementary businesses driven by a clear social purpose, with a charitable housing association at its core.

Established over 95 years ago, we remain driven by a deep sense of social purpose, providing a range of homes and wider support services for a diverse community of people across England and Scotland.

The Riverside Group is a sector-leading national housing association group:

- owning over 77,000 homes, putting us in the top five English housing association groups by size
- operating across a national footprint, with 'weight' in London, the North-West, the East Midlands, the East Coast and Scotland
- being the nation's largest housing association provider of supported housing
- with secure financial foundations: £680 million annual turnover, £5 billion assets.

Our aim is to transform lives and revitalise neighbourhoods. This is achieved with:

- our customers, through excellent services and the opportunity for deeper engagement in our governance and the shaping and scrutiny of services
- our communities, by building more quality, affordable homes and accelerating investment in our current homes, with an emphasis on building safety, decarbonisation and regeneration

- supporting people who are homeless or require extra support, by providing excellent care and support services
- our colleagues, by being an exciting place to grow and develop as part of one of the country's most progressive housing association groups
- our sector, by developing a clear voice on housing and broader policy.

Broad aspirations are not enough, and we have developed a new Corporate Plan for 2023-2026 entitled Forward Together, setting out our three-year strategy. This comes at a time of stronger regulation across our sector, with an increased emphasis on consumer regulation through a refocused Regulator of Social Housing and a more muscular Housing Ombudsman, a new regime for building safety and the strengthening of the CQC and Ofsted regimes applying to some of our care and support services.

The key objectives under our Corporate Plan are:

- Warm and safe, decent homes
- Trusted customer services
- Support through the cost-of-living crisis
- Leadership in care and support
- New homes, better places.

The successful candidate joining the Board Trainee Programme will provide leadership and help to shape how Riverside delivers on those objectives, whilst also expanding their own skills and experiences.

What is the Board Trainee Programme?

We are delighted to introduce this exciting new programme at Riverside, which we hope will offer a route for those who may not ordinarily consider themselves candidates for Board positions or find the route onto a Board difficult.

We know that the path to board membership can seem daunting and not everyone will feel they have the necessary expertise or experience, which is why we're excited to launch this programme. It's designed to offer you the opportunity to develop your skills, knowledge and confidence, and to help you to flourish regardless of where you currently stand. We're not looking for the finished article. This opportunity is about growth and development. We're committed to providing a supportive and inclusive environment where everyone can thrive.

In the Board Trainee Programme, you'll spend up to two years gaining experience of what it is like to be a board member for a housing association. You'll go to a range of board and committee meetings across our group, getting the chance to ask any questions you have and give your opinion. You'll have an experienced board member as a 'buddy' to help guide you through every step.

To further support you, you'll be enrolled on the Housing Diversity Network's (HDN) Board Trainee Programme, too. HDN developed the programme in recognition of the lack of diversity across housing association boards.

During the programme, you'll develop a range of skills and knowledge in the following areas:

- Governance and regulation of housing associations
- Government housing policy direction, strategy and impact
- Diversity of thought, using your skills in the boardroom
- Role of audit and internal controls assurance

- Value for money and management of risks
- Understanding financial reporting and treasury management
- Customer engagement and understanding our customers
- Health and safety assurance
- Business transformation
- Managing assets

Our long-term goal is to develop trainees who in time will be able to gain the skills, experience and confidence needed to be successful in applying for a full Board Member or Committee Member role with the Riverside Group.

Terms and conditions

If you are successful and selected as a Board Trainee, you will take part in a two-year programme and have access to:

- A variety of formal meetings of the Riverside Board and Board Committees which will be a mix of in-person meetings held at various locations and online video conferencing. You will receive support from Board members and the Riverside Governance Team.
- Ongoing support from the Housing Diversity Network who will provide training and networking events to help equip you with the skills and knowledge to enable you to operate in a Board level environment. The HDN workshops will be at least monthly and will support trainees to develop their skills and knowledge.
- Other activities include induction, appraisal and other training/development activities.
- A personal development plan will be agreed with the trainee, HDN's Lead Associate and Riverside, and progress will be jointly monitored.

The remuneration for a Board Trainee member is £2,950 in year one and £1,050 in year two, reflecting that more training and therefore time will need to be committed in the first year of the programme.

The role of the Board Trainee member

At Riverside, we believe that by having a wide range of perspectives, backgrounds and experiences, we'll make better and more informed decisions for the benefit of our customers and colleagues. We know that, across the national housing sector, there is a lack of diversity at board level, and we want to change that. Our aim is to build the capacity of a diverse group of people for now and the future.

We're keen to offer board experience to people who may face barriers in gaining such opportunities, particularly those from groups traditionally under-represented at board level. We're looking for people who can bring passion, enthusiasm and new ways of thinking to our team.

We want to ensure that our future board talent is representative of our diverse communities and widen the varied perspectives that contribute to our boards and committees.

- You're expected to show commitment to your personal training and development during your time on the programme.
- You're expected to abide by Riverside's Code of Conduct. You must ensure that all information obtained during the programme is confidentially maintained in accordance with the law and the Group's policies and procedures.
- You're expected to respond promptly to communications from HDN and Riverside during

- the course and whenever possible within any specified response deadlines.
- You're expected to attend all of the HDN Board Trainee Programme sessions.
- A schedule of Riverside Group Board and committee meetings will be arranged with you. Additionally, you may be invited to attend induction events and board development sessions during the two years. Failure to attend without good reason may ultimately result in the termination of your participation on the programme.
- You're expected to participate fully in evaluations of your own progress through the programme and contribute to the assessment of the Riverside Board Trainee Programme's success overall.
- Supported by Riverside and HDN, you'll be expected to take ownership of your own development through the programme.

Person specification/desirable skills

What truly matters is your passion to learn, your drive to make a difference and your dedication to our business, our colleagues, our customers and the neighbourhoods they call home. You will bring your own skills, knowledge, experience and feedback to provide us with a wider diversity of thought and opinions.

A broad range of skills and experience are required for the role of Board member. Ideally, for Board Trainee recruitment campaign we are looking for candidates that will have knowledge of some or all following:

- Finance and Treasury
- Cyber and IT skills
- Commercial Ventures
- People and culture skills

For this recruitment campaign we are seeking to meet our objective of reflecting the communities Riverside serves and therefore are encouraging under-represented groups to apply.

Personal behaviour and style – or a willingness to work towards developing these skills

- Displays passion, energy and enthusiasm for the role and for Riverside's vision and values.
- Is committed to working in the best interests of current and future residents and customers.
- Is a strong leader with personal and professional credibility.
- Skilled at developing and maintaining relationships with others.
- An assured influencer who is able to question and challenge with independence and integrity and who does not cross over the line of operational management.
- A pragmatist, with the maturity and sensitivity to analyse complex issues and deliver sound judgment.
- Possesses a high degree of probity and integrity.
- Works in a collaborative, open and engaging style.
- Is committed to accountability, transparency and equality of opportunity.
- Is self-aware and open to feedback and personal development.
- Can commit the time necessary to the role.
- Is able to generate new ideas and bring new perspectives.

Key dates and selection process

Indicative timescale, key stages	Deadline
Recruitment advert go-live	30 April 2025
Applications closing date	5pm on 21 May 2025
Shortlisting exercise	W/C 26 May 2025
Formal interviews	W/C 9 June
Appointment decision	W/C 16 June

The interview panel's recommendation must be approved by the Group Remuneration Committee with the successful candidate beginning an induction programme shortly afterwards.

It is expected that the Board Trainee Programme will commence July2025.

Get in touch or find out more.

For further information please visit
www.riverside.org.uk/about-us

Follow us on Twitter
[@RiversideUK](https://twitter.com/RiversideUK)

Or contact

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A charitable Registered Society under the Co-operative and Community Benefit Societies Act 2014

Details correct at time of publishing.