

Live. Share. Grow.



New Board Member

Information Pack

February 2026



Live. Share. Grow.

arbourhousing.org



CONTENTS

WELCOME	4
WHO WE ARE AND WHAT WE DO	5
OUR STRATEGY	6
HOW WE'RE ORGANISED.....	8
WHERE WE ARE	9
OUR FINANCES.....	10
WHAT WE'RE LOOKING FOR	12
TIME COMMITMENT.....	12
BOARD MEMBER ROLE PROFILE	13
BOARD MEMBER PERSON SPECIFICATION	14
YOUR APPLICATION	15



FOR MORE INFORMATION VISIT:
arbourhousing.org/careers



WELCOME

Dear Candidate, thank you for expressing an interest in becoming a Board Member of Arbour Housing. It is an exciting time for Arbour as we seek to build on our success to date and expand our reach to provide more social homes for the people who need them.



Will Chambré
Chair
Arbour Housing

Arbour Housing was formed in 1978 as Portadown Housing Association, before an initial rebrand to South Ulster Housing Association. Since its formation it has grown to be one of the most important Housing Associations in Northern Ireland. We presently own and manage over 1,600 homes throughout Northern Ireland.

As a caring and responsible housing provider we live by our vision statement; 'To provide more homes, meet our tenants' needs, and make a positive difference to people's lives, communities, and the environment'.

We are aiming to recruit a new Board Member with good commercial nous, an affinity with our mission and, crucially, with the bandwidth needed to attend our board and committee meetings. Board attendance is a key indicator that Housing Associations are assessed on. This individual's expertise will represent an important addition to the wide range of skills held by Board Members.

In return you will get an opportunity to enhance your own networks, and we will keep you informed about our work, seeking your engagement and input. We will provide you with a full induction to the Arbour's work and we will support you in your role as Trustee and Board Member.

Our corporate documents are noted below, along with an organisational chart.

We are working with our search partners Engage in this recruitment process, and they will be able to assist you in the first instance if you have any queries.

We hope you will want to join us and help us shape the strategic direction of Arbour Housing as we step forward. We are focused on the next phase in our evolution. We are ambitious to continue to grow and diversify, to serve more people in different ways.

ARBOUR HOUSING

WHO WE ARE & WHAT WE DO

Arbour is a Registered Housing Association, regulated by the Department for Communities, established to provide housing accommodation for those in need. Arbour has a housing stock of over 1,600 units comprising mainly of general needs accommodation.

Arbour also provides special needs accommodation that is jointly managed with our partners and care providers Inspire Wellbeing and Praxis Care. Arbour is a contributor to the Social Housing Development Programme and started 94 new homes to meet housing need in the year to March 2025.

To fund investment in new and existing homes Arbour:

- receives a Housing Association grant,
- raises finance from private funders, and
- uses reserves generated from its rented properties.

Arbour is a registered charity, had a turnover of **£11.6m** in the year to March 2025 and is a not-for-profit organisation. With a focus on delivering Value for Money (VFM) Arbour strives to drive and improve quality, efficiency, customer satisfaction and financial security whilst maintaining strong ethics and caring values.

OUR CURRENT BOARD

- **Will Chambré**, Chair
- **Mark Blair**, Vice Chair
- **Jonathan Hool**, Hon. Secretary
- **Cillian Rooney**
- **Joe Hanna**
- **Edward Johnston**
- **Claire Preston**
- **Lloyd Hannigan**





OUR STRATEGY

We know that being a great landlord is more than just providing a house or providing a home to rent.

We perform a much wider range of functions to support our mission including roles as developer, employer, partner and advocate. To help us achieve our mission, therefore, we have developed the following vision for the future:

“

To provide more homes, meet our tenants' needs, and make a positive difference to people's lives, communities, and the environment.

”

STRATEGIC OBJECTIVES



1. Empower our tenants

Supporting, involving and empowering tenants in everything we do.



2. Build a strong business

Being a strong, well-run organisation who are seen as a partner and employer of choice.



3. Provide great homes

Providing good quality and safe homes that meet residents' needs now and in the future.



4. Provide more new homes

Building new homes to meet housing needs across Northern Ireland.



5. Protect our environment

Reducing our impact on the environment.

OUR VALUES

These are the guiding principles of what we do and how we work and will set the standard that our tenants can expect from us.



Caring



Honest



Effective



Integrity



Supportive

HOW WE'RE ORGANISED



OUR CURRENT BOARD

- Will Chambré, **Chair**
- Mark Blair, **Vice Chair**
- Jonathan Hool, **Hon. Secretary**
- Cillian Rooney
- Joe Hanna
- Edward Johnston
- Claire Preston
- Lloyd Hannigan

WHERE WE ARE



OUR FINANCES

You can see an at a glance summary of our most recent published Income Statement and Statement of Financial Position here. From the links below, you can download the last two years' published annual returns and accounts for more detailed information.

Statement of Comprehensive Income

	2025 £	2024 £
Turnover	11,648,188	10,189,650
Operating costs	(8,229,617)	(7,373,212)
Operating Surplus	3,418,571	2,816,438
Gain on disposal of housing properties	110,528	43,652
Interest receivable and similar income	28,649	28,968
Interest payable and similar charges	(1,736,933)	(1,559,390)
Surplus on ordinary activities	1,820,815	1,329,668
Actuarial gain/loss in respect of pension schemes	(235,000)	423,000
Surplus for the financial year	1,585,815	1,752,668
Retained surplus for the brought forward	22,731,157	20,978,386
Retained surplus for the carried forward	24,316,972	22,731,054



Download Annual
Accounts
March 2025



Download Annual
Accounts
March 2024



Download Annual
Accounts
March 2023

Statement of Financial Position

Fixed assets	2025 £	2024 £
Housing properties – depreciated cost	181,344,169	158,997,877
Other tangible fixed assets	637,628	657,715
	181,981,797	159,655,592
Current assets		
Debtors	8,286,952	4,177,723
Cash at bank and in hand	1,844,609	1,390,099
	10,131,561	5,567,822
Creditors: amounts falling due within one year	(6,678,092)	(6,264,528)
Net current assets	3,453,469	(696,706)
Total assets less current liabilities	185,435,266	158,958,886
Creditors: amounts falling due after more than one year	(161,609,291)	(136,782,729)
Pension asset	491,000	555,000
Net assets	24,316,975	22,731,157
Capital and reserves		
Called up share capital	18	16
Capital reserve	88	87
Revenue reserve	24,316,869	22,731,054
Total funds	24,316,975	22,731,157

WHAT WE'RE LOOKING FOR

We are looking for individuals with great commercial nous and a track record of success in their field to help us build an even stronger business. They may come from a background in the private, public, voluntary or community sectors. Whichever experience they share, they will be able to contribute to the strategic leadership and governance of Arbour.

Diversity in our people and skills is important to us and we would particularly welcome competencies in **finance, HR or risk and audit**. We're also keen to hear of candidates' other skills, experience and qualities that they feel would bring value to the Arbour Housing Board.

Arbour Housing is committed to diversity and equality of opportunity and welcomes applications from all sections of the community. In particular, we are seeking applications from young people, women, people with a disability and ethnic minorities.

TIME COMMITMENT

Board attendance is a key indicator that Housing Associations are assessed on, so we are keen to speak with candidates who have the bandwidth to maintain consistent attendance at our meetings.

The Board meets **six times a year** and there are delegated authorities to three committees:

- 1 Audit and Risk Assurance**
- 2 Finance and Corporate Performance**
- 3 Property Services, Procurement and Development.**

In addition to Board meetings, members will be expected to serve on **at least one committee**, which meets **four times per year**.

Board meetings are held typically on the last Tuesday of February, March, May, June, September and November and last for **2 hours**.

All board members are required to attend an annual Strategy Day.

Meetings are held in the evening and usually start at 5.00pm.

Expenses

Members will be reimbursed for travel and subsistence costs when carrying out Board business.

Induction and Support

All new Board Members will be offered induction and supporting material.



BOARD MEMBER: ROLE PROFILE

The purpose of the Board Member is to contribute to the leadership and governance of Arbour Housing.

Key Accountabilities

To contribute to the leadership of Arbour Housing

- Contribute to the development and monitoring of Arbour's Strategic and Business Plans.
- Always uphold the best interests of Arbour Housing.
- Uphold the aims, principles and values of Arbour Housing
- Represent Arbour Housing at local and regional events.
- Communicate, explain and support the decisions of the Board.

Contribute to effective decision making by the Board

- Prepare for, attend and contribute to six Board meetings each year.
- Prepare for, attend and contribute to four Committee meetings each year.
- Prepare for, attend and contribute to the Annual General Meeting.
- Prepare for, attend and participate in Board strategic/planning days.
- Participate in Board committees and working groups.
- Represent Arbour at occasional meetings and events.
- Apply independent judgement to all issues under discussion at Board meetings.

Fulfil the legal requirements of being a Board Member

Ensure Arbour:

- is financially viable
- complies with all legal requirements
- fulfils its responsibilities as an employer
- understands the importance of good practice in Human Resources management and staff development
- is committed to ensuring equality of opportunity in service provision and employment
- has a process for appointing and monitoring the performance of the Chief Executive.

Understand and promote the interests of Arbour and our clients

- Seek to understand the impact of changes in public policy and the external environment on clients and the service.
- Use networks to promote knowledge of and support for Arbour's work.

BOARD MEMBER: PERSON SPECIFICATION

Those interested in serving as an Arbour Housing Board Member must be able to demonstrate that they:

- 1 Understand the diverse needs of clients and potential clients, and the aims, principles and values of Arbour Housing.
- 2 Have relevant experience in the private, public, voluntary or community sectors either as an employee or on a volunteer basis including serving on a committee or Board.
- 3 Have leadership skills, including the ability to be objective, to probe and question, and to act decisively when necessary.
- 4 Are visionary, creative and passionate about Arbour Housing's service, and prepared to invest energy in its success by learning and understanding its business and its stakeholders. You are a team player, able to listen and work with others, offering guidance and support to ensure effective decision-making by the Board.
- 5 Are team players, able to listen and work with others, offering guidance and support to ensure effective decision-making by the Board.
- 6 Understand the responsibilities of Board Members and charity Trustees, the importance of good governance, and agree to work in accordance with any code(s) of practice agreed by the Board. Ongoing support, learning and development opportunities will be offered to Board Members with this.
- 7 Are able and willing to act impartially and apolitically.
- 8 Have strong analytical skills, can assimilate information and grasp complex issues quickly, and then apply independent judgement.
- 9 Some financial acumen to help lead the charity in a changing financial climate.
- 10 Are good communicators, willing and able to promote the decisions of the Board and the interests of Arbour Housing and its clients.
- 11 Can commit to the time commitments as detailed previously.



Candidates must disclose:

- any information about their personal or professional life which in the Board's perception could bring Arbour Housing into disrepute, including removals from previous governance roles, current or previous membership of organisations which may conflict with the aims, principles and values of the organisation, or behaviour which might be seen to undermine public confidence and trust.
- if they have been convicted of a crime which debars them from acting as a Company Director, or they are an undischarged bankrupt or disqualified to act as a Company Director.
- any information which could give rise to a perception of conflict of interest with their role as a Arbour Housing Board Member. This will not necessarily result in an inability to serve on the Board.

HOW TO APPLY

For a confidential discussion about the position in the first instance, please contact Engage Director Patrick Minne, by emailing patrick@co3.org.uk or calling **07792 509003**.

Candidates are asked to provide a full CV by email to Engage by **noon on Wednesday 18 March 2026** to apply@engageexec.co.uk.

Engage will provide all the submissions to Arbour Housing's Chair and board colleagues who will shortlist candidates.

Shortlisted candidates will be invited to a meeting to discuss their candidacy with the panel in an 'informed conversation' – intended to be a two-way exchange between candidates and the Board. These will be scheduled in the weeks following closing date.

Closing date:
Wednesday 18 March 2026 at 12 noon.



Live. Share. Grow.

Please address any enquiries relating to the position and your submission to Arbour Housing's recruitment partners:

PATRICK MINNE
Engage Executive Talent

T 07792 509003
E patrick@co3.org.uk
W engageexec.co.uk

ENGAGE
EXECUTIVE TALENT

Enquiries unrelated to this recruitment can be addressed to:

ARBOUR HOUSING

HEAD OFFICE

18-22 Carleton Street
Portadown
Co. Armagh
BT62 3EN

BELFAST OFFICE

2nd Floor
433-435 Lisburn Road
Belfast
BT9 7HN

T 028 3833 9795
E hello@arbourhousing.org
W arbourhousing.org

Department for Communities Registration Number R43
Industrial and Provident Societies Registration Number IP406
Charity Commission NI Registration Number NIC102344