



HARMONI



Board Member Information Pack

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Introduction

Dear Candidate

Thank you for your interest in joining the Board of Trustees of Harmoni. We are one of the province's oldest charities, with a history that dates back to Belfast in 1878.

Over the past 148 years, much has changed. Originally founded as a way for people of faith to put their beliefs into action through practical service, Harmoni has evolved into a secular charitable organisation serving communities across Northern Ireland.

I joined as Chair in 2023 and have been focused on strengthening the Board by bringing together a broad range of skills, experience and perspectives.

This recruitment campaign comes at a time of significant opportunity and development for the organisation, and we are looking to expand the Board to ensure we continue to benefit from strong governance, guidance and oversight during both exciting and challenging times.

As part of this recruitment campaign, we are interested in hearing from individuals with broad experience in governance and, in particular, experience in investment management, fundraising, or social media.

In June 2026, our longest-serving Trustee, David McIlhagger, retired after 16 years of dedicated service. During his tenure, David held a number of key positions, including Chair of the Board, Chair of the Finance and General Purposes Committee, Chair of the Development Committee, and Chair of our wholly owned property investment company. His contribution highlights the important role Trustees play in supporting and shaping the organisation.

We are working with our search partners, Engage Executive Talent, on this recruitment process. If you have any questions, they will be pleased to assist you in the first instance.

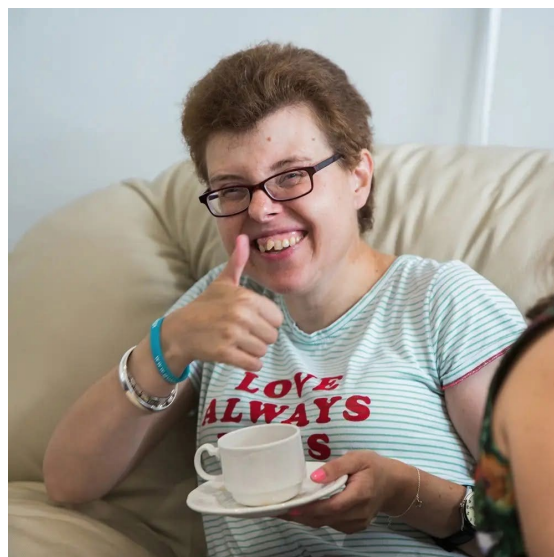
Paul Archer
Chair



HARMONI

Who we are

Founded in 1878, HarmonI is a charitable organisation dedicated to supporting people living with disability and those experiencing societal disadvantage. We believe in delivering compassionate, person-centred care and support that enables people to live fulfilling, independent, and quality lives.



At the heart of our work is a commitment to seeing the individual behind every circumstance. We work alongside the people we support to help them achieve their goals, maximise their independence, and realise their aspirations.



Today, Harmoni delivers accommodation-based care and support through two distinct services: Strickland's Care Village in Bangor and Utility Street Men's Hostel in Belfast. Through careful planning and a clear strategic vision, the organisation continues to evolve to meet growing need, guided by our strategic plan, “**Doing More for More**” — expanding our impact by doing more of what we do well for more people who need our support.



Our Vision

Improving quality of life through compassionate support and care.



Our Mission

Encouraging sustainable, independent living for people living with a disability or societal disadvantage.



Our Ethos

People and Potential

Our Values



Organisationally...

...open, transparent, and professional in all matters.



Individually...

...accountable for delivering a professional, person-centred approach



Encourage Clients...

...personal aspirations with sensitive realism

What we do

Strickland's Care Village

Located on a five-acre site overlooking Belfast Lough in Bangor, Strickland's Care Village provides supported living for adults with a range of disabilities and support needs. The purpose-built village currently comprises 33 apartments and bungalows, alongside an on-site activities centre.

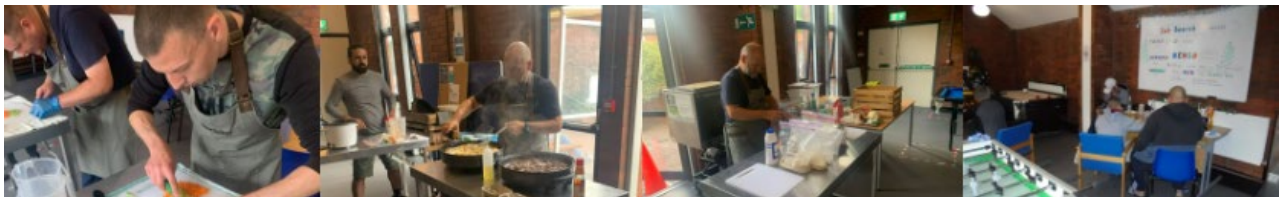
Our highly trained staff provide personalised care and support tailored to each tenant's needs, helping individuals live as independently as possible while promoting choice, dignity and wellbeing. Residents benefit from a vibrant community environment, with opportunities to participate in social, recreational and developmental activities that enhance quality of life. As part of our strategic growth plans, Harmoni aims to increase the capacity of Strickland's Care Village by approximately 40%, with the development of an additional 14 properties planned for the near future.



Utility Street Men's Hostel

Located just off the Donegall Road in Belfast, Utility Street Men's Hostel provides 59-bed emergency and supported accommodation for single men experiencing homelessness.

The hostel offers more than accommodation. Dedicated support workers help residents access benefits, housing, healthcare and other services while providing person-centred support tailored to individual circumstances. The overall aim is to empower residents to move towards independent living and secure accommodation of their choice.



Moving On – Breaking Free from Homelessness

Funded by The National Lottery Community Fund, Moving On – Breaking Free from Homelessness is a five-year project designed to support residents of Utility Street Men's Hostel on their journey from emergency accommodation to independent living.

The project provides:

- Life skills workshops, including cookery, employability and health and wellbeing.
- Advice and signposting on housing, benefits and specialist support services.
- Practical resources to help establish independent living.
- Ongoing mentoring and personalised support.
- Social activities that build confidence, wellbeing and community connections.

Looking ahead, Harmoni is also exploring opportunities to develop move-on accommodation and become a provider of longer-term housing solutions for individuals who face barriers accessing the wider housing market, helping more people successfully transition from homelessness to stable, independent living.

Our strategy

2026-2030

Our Roadmap to Greater Impact

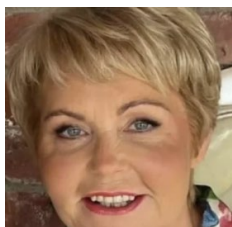


Meet the Board



Paul Archer
Chairman

Paul joined the Board of Trustee Directors as chairman in March 2023. He joins us with a wealth of board chair experience in a wide range of settings. He is a former Chair of the Northern Ireland Ambulance Service (2008-18) and has wide experience of Chairing Fitness to Practice tribunals for statutory health sector regulators, namely the Health and Care Professions Council, the Nursing and Midwifery Council and more recently the NI Social Care Council. Paul also remains a key member of the board of St Johns Ambulance service here in Northern Ireland where he chairs their Finance committee. Paul brings with him a great deal of regulatory knowledge and experience which will help ensure the governance standards here in Harmoni remain at a high quality standard. Paul aims to guide the charity into the next period of development as we seek to **“Do More for More”**.



Dr Joanne Drew
Deputy
Chairperson



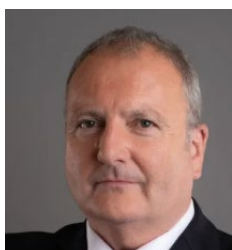
Liz Kerr
Chair of Finance
Committee



Paul Collins



Peter Regan



Brian Lavery



Robert Lyle



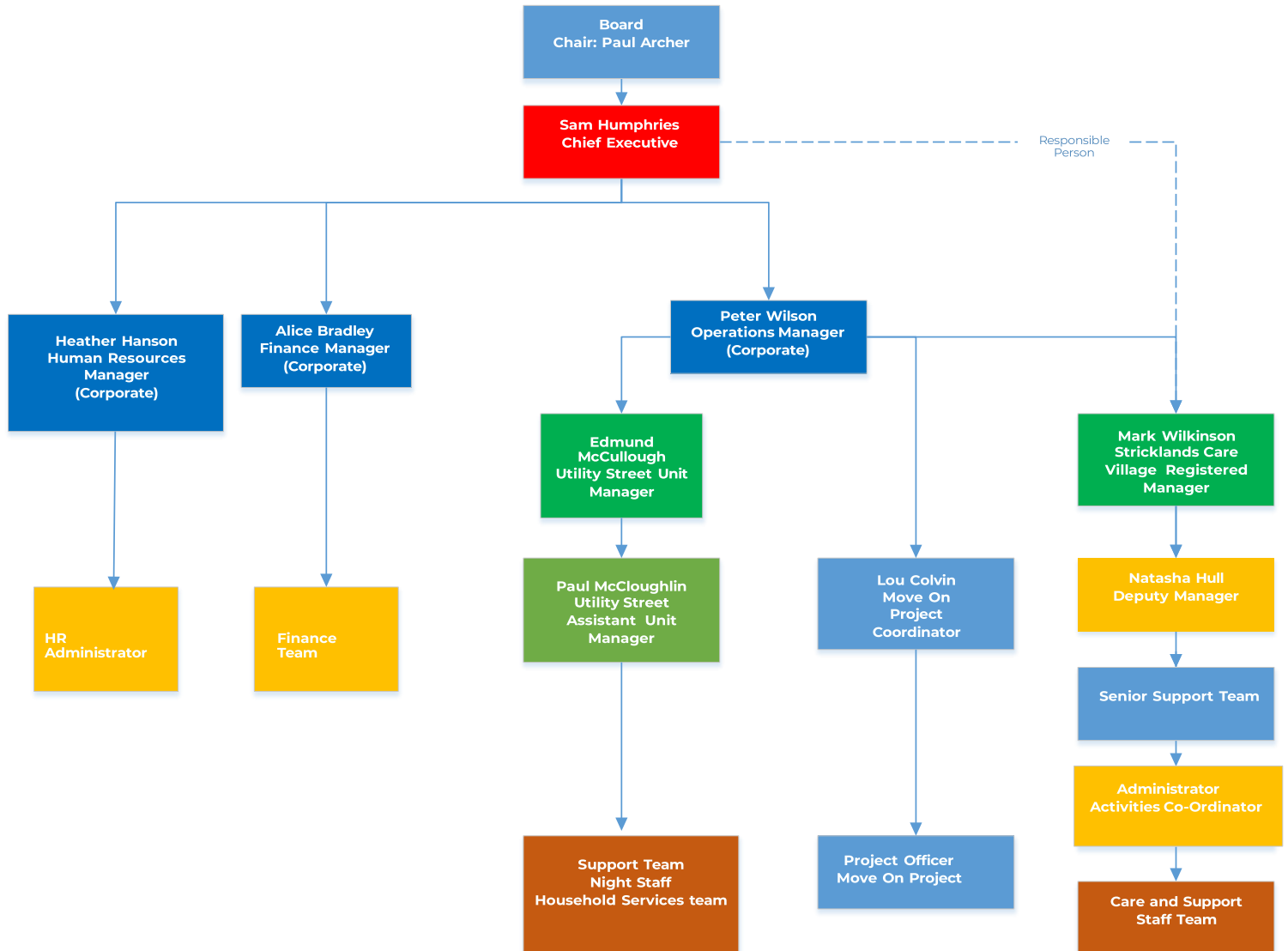
Andy Tough



Hannah Irwin

How we're organised

HarmonI Organisation Structure 2026



Time commitment

The Board has 4 meetings per annum, these usually last around 1.5 hours and are held in the Resource Centre, Bangor. Zoom options can be provided however we prefer in person as much as possible. Meetings commence at 3:30pm to finish at 5.00-5.30pm.

The Finance and General Purposes Committee meets one week prior to Board at 4:00pm in the Resource Centre.

The Development Committee meets as required and subject to future developments that schedule may change as the developments move from planning to a delivery stage.

What we're looking for

Governance

e.g. leadership or management experience in the public, private, voluntary or community sector, strategic planning, organisational oversight, risk management or compliance

Investment Management

e.g. investment strategy, financial oversight, pensions or treasury management

Fundraising

e.g. fundraising campaigns, donor engagement, grant funding, corporate partnerships, income generation or business development

Social Media

e.g. communications, marketing, digital engagement, content creation, brand development, campaigning or audience growth

Finances

Further details on our financial accounting may be accessed by clicking on the links below to our annual reports.

[Annual Report December 2024](#)

[Annual Report December 2023](#)

[Annual Report December 2022](#)

Board Member Role Profile

Role purpose: To support the strategic leadership and governance of the organisation

Key accountabilities

To contribute to the leadership and management of the strategic direction of the organisation

To contribute to effective decision-making by the trustee board

Fulfil the legal requirements of being a trustee

Key elements and tasks

- Uphold the aims, principles and values of the organisation;
 - Communicate, explain and support the decisions of the trustee board.
 - Ensure that the trustee's own skills are up to date.
 - Participate in annual appraisals with the Chair.
 - Avail of support learning and development opportunities for board members.
-
- Prepare and contribute to the board, committee and Annual General Meetings;
 - Prepare for and participate in trustee strategic/planning days;
 - Participate in trustee board committees and working groups;
 - Apply independent judgement to all issues under discussion at board meetings.
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- Ensure that the organisation:
- Fulfils its charitable purposes;
 - 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 any executive team members.

Understand and promote the goals of the organisation

- Represent the organisation at occasional meetings and events;
- Advise on generating income and controlling expenditure so that the annual surplus target is reached;
- Review the organisation's corporate identity, and delivery of an associated communications plan;
- To liaise with existing and potential stakeholders in the organisation's network where there may be mutual benefit;
- Add value to the community served by the organisation in contributing to the board discussions.

Board Member Specification

It is our desire to find new members:

- who are committed to helping people living with disability or societal disadvantage
- who are committed to being a contributor to the discussions, ensuring we arrive at the best possible decisions for the benefit of the clients.
- with a new insight and viewpoint to help keep our thinking fresh and current.
- who are committed to preparing for those meetings, utilising the highly detailed information packs provided beforehand.
- who can commit to being present in the meetings.
- who thrive on seeing people with unique needs given the opportunity to live their own lives to the fullest extent they can.

Those interested in serving on the organisation's board must be able to demonstrate that they:

1. Understand the diverse needs of the organisation's beneficiaries and the aims, principles and values of the organisation.
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 diplomatic skills, including the ability to be objective, to probe and question, and to act decisively when necessary.
4. Are visionary, creative and passionate about the organisation's service, and prepared to invest energy in its success by learning and understanding its business and its stakeholders.
5. Are team players, able to listen and work with others, offering guidance and support, but ready to participate in effective, evidence-based decision-making by the board.
6. Understand the responsibilities of company directors and charity trustees, the importance of good governance, and agree to work in accordance with any code (s) of practice agreed by the board.
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. Show 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 the organisation and its clients.
11. Can commit to the time commitments as required by the organisation.

Candidates must disclose any information about their personal or professional life which in the Board's perception could bring the organisation 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.

Candidates must also disclose 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.

Candidates must disclose any information which could give rise to a perception of conflict of interest with their role as an organisational board member. This will not necessarily result in an inability to serve on the board.

It should be noted that individual trustees do not have any authority in relation to Harmoni outside the collective authority of the Board of Trustees, unless specific authority is delegated by the Board.

Candidates must be over the age of 16.

Note that appointees will be required to provide their Companies House personal code to allow registration with Companies House. This is obtained by [verifying your identity](#) with Companies House.

The application process

For a confidential discussion about the position in the first instance, please contact Engage Recruitment Analyst Lesley Dugan-Clarke, lesley@co3.org.uk 07734 378618

1. Candidates are asked to provide a full CV by email to Engage by **noon on Tuesday 1 September 2026** to **apply@engageexec.co.uk**.
2. Engage will submit your application to the HarmonI Board panel who will shortlist candidates.
3. Shortlisted candidates will be invited to meet the panel for a two-way discussion about their candidacy.
4. The full Board will vote to ratify the selection of the successful candidate.



**Please address any enquiries
relating to the advertised position to
Harmoni's recruitment partners:**

Engage Executive Talent

Tel: 07734 378618

Email: apply@engageexec.co.uk

www.engageexec.co.uk



**Enquiries unrelated to this recruitment
can be addressed to:**

Harmoni
39 Downshire Road
Bangor
BT20 3RD

Tel: 028 9146 5211

Web: www.harmoni.org.uk

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