

# Exec and Non-Executive Recruitment Bulletin



## Current

- **Chief Executive (£145,718) - Berneslai Homes**
- **Executive Director Property Services (£111,254) - Berneslai Homes**
- **Audit and Risk Committee Independent Member (£3,000) - Irwell Valley Homes**

## Coming Soon

- **Chief Executive - Broadacres Housing Association**

## *Article:*

***Getting the Structure Right: Why Senior Leadership design matters in Social Housing  
by ema's Executive Director, Ian Robertson***

***October 2025***

# CHIEF EXECUTIVE

## £145,718, BARNSELEY



**Leadership opportunities like this don't come around often: this could be your career-defining role, leading a high performing organisation that is looking to the future with ambition and confidence.**

Berneslai Homes is an arms-length management organisation, successfully managing 18,000 council homes and wholly owned by Barnsley Metropolitan Borough Council. More than just a landlord, we are a key community anchor organisation with a deep understanding of our area and its history that informs our far-reaching ambitions for its future. We have a clear strategic direction that maps our priorities up until 2031 and our current C1 rating from the Regulator of Social Housing confirms that we are getting things right and are well-placed to build on this success well into the future. We know that by actively listening to our customers and delivering consistently high-quality services for the Council we can **create great homes and communities with the people of Barnsley.**

As our new **Chief Executive**, you will have the opportunity to lead this work: providing visible and values-led leadership to a very talented team; engaging with our customers to ensure that resources are focused on what matters most to them; and managing key relationships with our partners, and with Barnsley Council. We're looking for someone who will lead by example and bring others with you: how you do things is as important as what you do.

This is a fantastic opportunity for someone with an accomplished track record in leadership within the sector to take the organisation to the next level in delivering great homes for customers. An inclusive leadership style will be key – enabling you to empower and develop others to build our organisational talent and capacity. Naturally collaborative and outward looking, you'll be able to foster positive working relations within and outside the organisation to extend our influence and impact. You'll work with your leadership team to define clear organisational goals, measure performance against these and model our values – customer first, can do and curious.

Please visit **[www.jointeamBerneslai.co.uk](http://www.jointeamBerneslai.co.uk)** to find out more or contact **Anne Elliott at ema on 07875 762029** for a confidential discussion.

Closing date: 6th October





# EXECUTIVE DIRECTOR PROPERTY SERVICES

## £111,254, BARNSELEY



**This is your chance to take on a leadership role where you can ensure we live up to the promises we make to our customers, and where your contribution counts for more.**

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This is a vital leadership role in our organisation: part of the Executive team and taking lead responsibility for the management of our Property Services. This service is fundamental to our commitment to customers – ensuring safe, high-quality homes that enable communities to flourish. Working closely with your management team you will drive the modernisation of property services and deliver exceptional customer experiences. You'll be responsible for ensuring that the £55 million budget for repairs and property investment is effectively managed, with a strong focus on value for money. This role offers the opportunity for strategic leadership of asset management, repairs and maintenance and building safety. You'll ensure that we live up to our promises to customers – putting their needs at the centre of all we do while delivering the quality assurance that will further consolidate our reputation as a high-performing landlord. You'll offer visible and values-led leadership to your team, with clear direction and purpose enabling a right first-time culture.

We expect that you will already have significant leadership experience in a relevant setting as well as expert professional knowledge in asset management, repairs, building safety and property management. But this role is about more than your technical expertise – we also want someone who can play a wider leadership role in the organisation, ensuring that delivery on the ground is aligned to our strategic objectives.

Please visit [www.jointeamBerneslai.co.uk](http://www.jointeamBerneslai.co.uk) to find out more or contact **Anne Elliott at ema on 07875 762029** for a confidential discussion.

Closing date: 9th October







## Independent Member of Audit and Risk Committee £3,000 per annum

Irwell Valley Homes provides high quality homes and support to more than 20,000 customers across Greater Manchester. We recognise that many people find it difficult to access housing that they can afford in their local area, so we offer a range of different tenures that enable people to find a home that's right for them. Our work is underpinned by a strong social purpose and a commitment to enabling people to live well in their home and community.

We now have an opportunity for someone who understands the principles of good governance and offers expertise in any of the following: finance, risk, compliance, cyber/digital or audit/assurance. As an Independent Member of our Audit and Assurance Committee, you will play a crucial role in ensuring effective governance supports our work – bringing an independent, professional perspective to what we do, and offering constructive challenge to support continuous improvement. This will include:

- Reviewing and assessing financial performance and reporting.
- Ensuring rigorous and objective auditing procedures.
- Overseeing development of our Risk Management Framework.
- Monitoring our IT resilience and cyber security.
- Quality assuring compliance with legal and regulatory requirements.

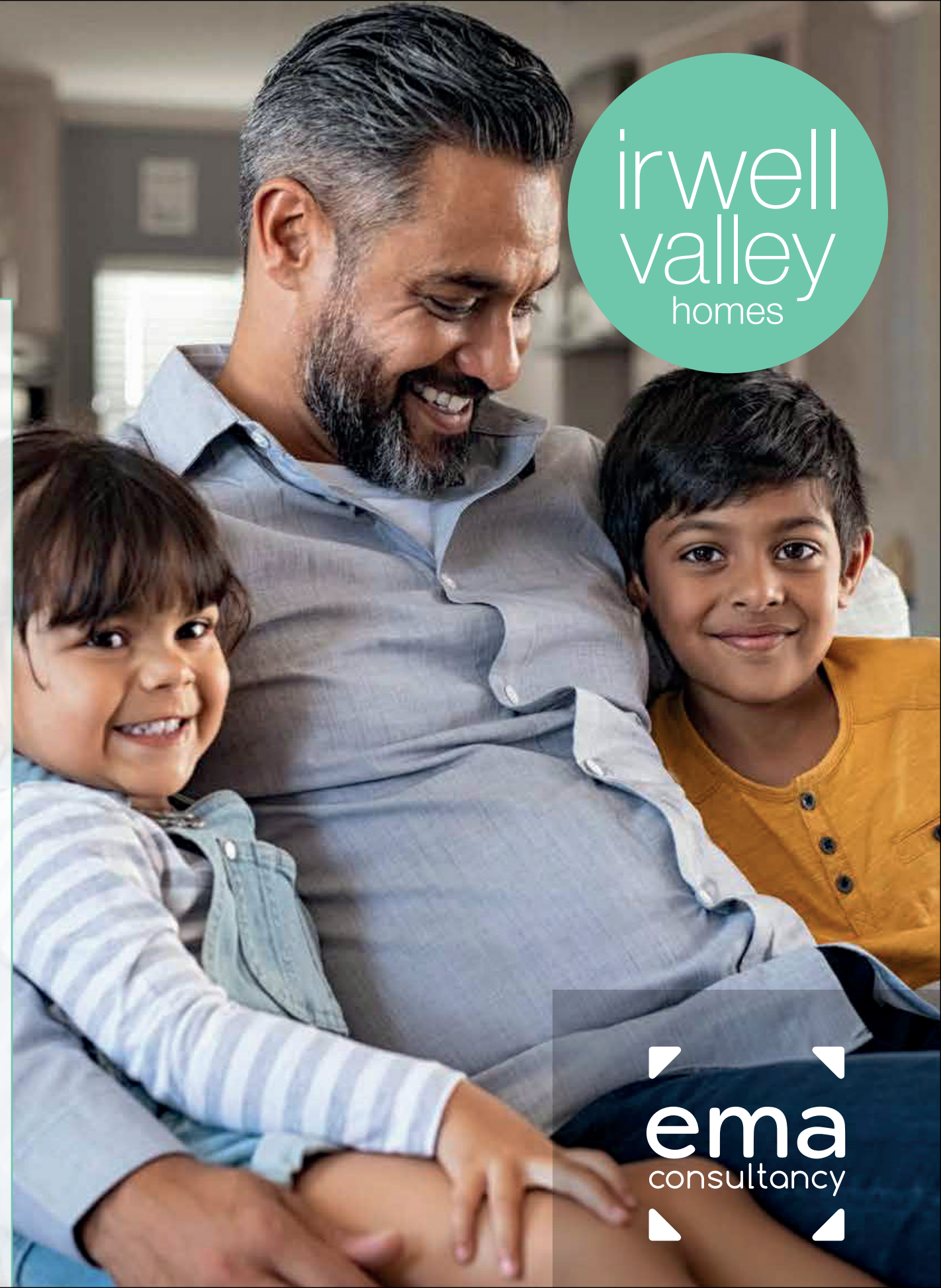
You will be asked to attend four committee meetings per year and to join any organisational 'away days'.

What we do matters and our customers today need us more than ever. This is your opportunity to invest your professional expertise in a setting where it counts for more.

Please visit [www.emaconsultancy.org.uk](http://www.emaconsultancy.org.uk) to find out more.

For a confidential discussion please contact **Anne Elliott at ema on 07875 762029.**

Closing date: 3rd October







# COMING SOON CHIEF EXECUTIVE

We will soon be launching the campaign to appoint to this key leadership role at Broadacres Housing Association in North Yorkshire.

Watch out for more details coming soon, or if you would welcome an early and confidential conversation get in touch by calling:

**Anne Elliott on 07875 762029 or Ian Robertson on 07947 126329.**





# COMING SOON!

**Chief Executive**

**Non-Executive Directors (Location:Various)**

ema works with a diverse range of organisations across the UK, supporting them to attract the very best leadership talent.

We will shortly be advertising for a range of roles, including Chief Executive and Board Members.

If you would like to register for our Executive or NED Databases please send your CV to [enquiries@emaconsultancy.org.uk](mailto:enquiries@emaconsultancy.org.uk)



# Getting the Structure Right: Why Senior Leadership design matters in Social Housing



Over the last few years, the pace of change in the social housing sector has been relentless – from mergers to financial pressures to shifting customer expectations. At ema consultancy, we've been working closely with social housing providers to support one of the most sensitive but vital areas of all: executive restructuring.

Ian Robertson writes, it's not just about shuffling job titles or trimming the top layer of leadership. It's about ensuring organisations are structured in a way that supports their strategy, reflects their values and gives them the resilience they need for what's coming next.

Here's a closer look at the areas where we typically provide support:

## **1. Senior-Level Structural Design**

Much of our work starts at the top. We support Chief Executives and Board Chairs in designing leadership teams that are fit for purpose. This often involves reviewing and reshaping roles across three levels:

- **Chief Executive**
- **Executive Directors**
- **Heads of Service / Assistant Directors**

We help define job roles, create or revise job descriptions, benchmark salaries and align terms & conditions and develop succession plans. It's detailed, sometimes difficult work – but getting these foundations right is critical to success.

## **2. Supporting Post-Merger Integration**

Mergers bring huge opportunity – but also risk. Without a clear leadership structure in place, organisations can quickly lose clarity, accountability and direction.

Our role is to guide newly merged organisations through the challenge of building one unified executive structure. That includes identifying where duplication exists, reassigning responsibilities, and creating job designs that reflect the new entity's goals as well as ensuring they stack up financially and continue to deliver quality services. This can often include supporting the organisation with recruitment support with new roles and where appropriate providing coaching support

We also help boards and leadership teams navigate the legal and people risks involved in those changes whilst also underrating due diligence related to the HR issues.

### **3. Restructuring to save Costs**

Not all change is about growth. Increasingly, we're asked to support restructures driven by cost pressures.

Whether it's National Insurance changes, rising salaries or capped rents, providers are facing some tough financial decisions. In many cases, that means reviewing existing structures and asking what's still sustainable – and what's not.

Often, this involves removing or reshaping senior roles. Our job is to help organisations make informed decisions, manage the process sensitively, and reallocate responsibilities in a way that keeps performance strong and legal risk low. We also support organisations with outplacement services, offering guidance and practical help to senior staff facing redundancy – helping them transition with clarity and confidence.

### **4. Rebalancing Leadership Roles**

Sometimes the structure isn't broken – it's just overloaded.

It's not unusual for senior people to take on wide-ranging portfolios that eventually become unmanageable or unrealistic to recruit for. When that happens, we work with leaders to split out roles and redistribute responsibilities across the wider team.

That might mean moving development into a finance brief or giving people and culture responsibilities to an HR lead. It's about making the best use of existing talent and creating roles that people want – and are able – to do.

### **5. A Track Record that spans the Sector**

We've now worked on more than 30 restructures, supporting a wide range of social housing organisations as well as larger public bodies and private sector organisations.

What each project has in common is the need for clear thinking, sound judgement and a steady hand. Restructures are rarely easy – but when done well, they create clarity, unlock talent and enable organisations to move forward with confidence.

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Alongside structural advice, we also offer one-to-one coaching for senior leaders navigating change – helping them adapt, lead with confidence, and bring their teams with them.

### **Get in touch**

If your organisation is preparing for change – whether through growth, pressure or ambition – we're here to help. From structure design to practical advice on implementation, ema consultancy brings experience and expertise that's grounded in what works.

Get in touch if you'd like a conversation about how we can support you – email: [\*\*ian.robertson@emaconsultancy.org.uk\*\*](mailto:ian.robertson@emaconsultancy.org.uk)



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[enquiries@emaconsultancy.org.uk](mailto:enquiries@emaconsultancy.org.uk)



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