Exec and Non-Executive Recruitment Bulletin

Current:

- **Chair of Board: Irwell Valley Homes | £8,500 (Designate) £15,000 (Appointment)**
- **Board Members: Local Space (London) | £4,500 (subject to review)**

Article:
Beyond the Checklist: Why your Non-Executive CV needs a Point of View

October 2026

BUILDING ON WHAT MATTERS

Help shape the next chapter of Irwell Valley Homes

Chair of the Board

Following a highly successful period of leadership from our current Chair, we are looking for an outstanding individual to join our Board as Chair Designate and help lead the organisation into the future. As we continue to deliver our corporate plan, **Building on What Matters**, you'll help us build on strong foundations and ensure we remain focused on what matters most to our customers, colleagues and communities.

With strong governance, a clear strategic direction and a long-term commitment to our customers, homes and communities, we are well placed to deliver our ambitions. We have a proud history of making a difference to people's lives and communities across Greater Manchester and are looking for a Chair who shares our purpose and values.

Initially joining as Chair Designate, you will work alongside our highly respected current Chair through a planned transition period before formally taking on the role. This will provide an opportunity to gain a deep understanding of the organisation, build relationships and help shape the next phase of our growth.

About the role: As Chair, you will provide leadership to the Board, working closely with fellow Board members, the Chief Executive and Executive Team to set strategic direction, support effective decision-making and ensure strong governance.

You will help guide the delivery of our long-term ambitions around investment in existing homes, place-making regeneration, community impact and future growth. Just as importantly, you will champion our values and culture, helping to ensure that customers remain at the centre of everything we do.

This is a role that combines support and challenge in equal measure. You will foster a positive and inclusive Board culture, encourage diverse perspectives and ensure the organisation continues to make informed decisions that deliver great outcomes for customers, colleagues and communities.

As an ambassador for Irwell Valley Homes, you will be well-connected and continue to build strong relationships with partners, stakeholders and sector leaders, enhancing our reputation and influence across the region.

About you: You will be a values-led leader with the credibility, judgement and commercial and strategic insight to steer a modern housing association through a changing and increasingly complex environment.

Whether you are already an experienced Chair or looking to take your first Chair appointment, you will bring a strong track record of leadership, sound governance knowledge and the ability to build and maintain trusted relationships with a wide range of stakeholders.

You are likely to have experience in housing, regeneration, development, asset management, public services, finance,
customer-focused organisations or another regulated environment. Just as importantly, you will share our commitment to the social purpose we were founded with more than 50 years ago- creating opportunities for customers and communities to thrive.

You will be collaborative and confident in providing both support and constructive challenge, helping our Board and Executive Team continue to build on the strong foundations already in place.

Find out more: To learn more about the opportunity and how to apply, please visit:
www.joinivh.co.uk

For a confidential conversation about the role, please contact: **Anne Elliott @ ema, on 07768 027837 or Lorna Lee on 07984 383460.**

Closing date: Noon, 9 November 2026

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irwell valley homes

BOARD MEMBERS

£4,500 p.a. (subject to review) ● London

Local Space is helping to solve the homelessness crisis in London and the South East by delivering high-quality settled homes that build foundations for successful lives. Our origins lie in the London Borough of Newham, but today we operate across 19 local authority areas across London and Essex, acquiring, refurbishing and repurposing properties that can become high-quality homes for our customers.

As we celebrate our 20th birthday in 2026, we are looking to the future with confidence. Our recent regulatory inspection confirmed our G1 governance, V1 financial viability and C2 consumer ratings, providing strong foundations for our ambition to deliver 20% more homes by 2030.

We now have two opportunities for people who believe in the power of good quality social housing to join our Board and work with other Board members to ensure good governance and regulatory compliance; to play a part in setting our strategy for the future; and ensure that we live up to the promises that we make.

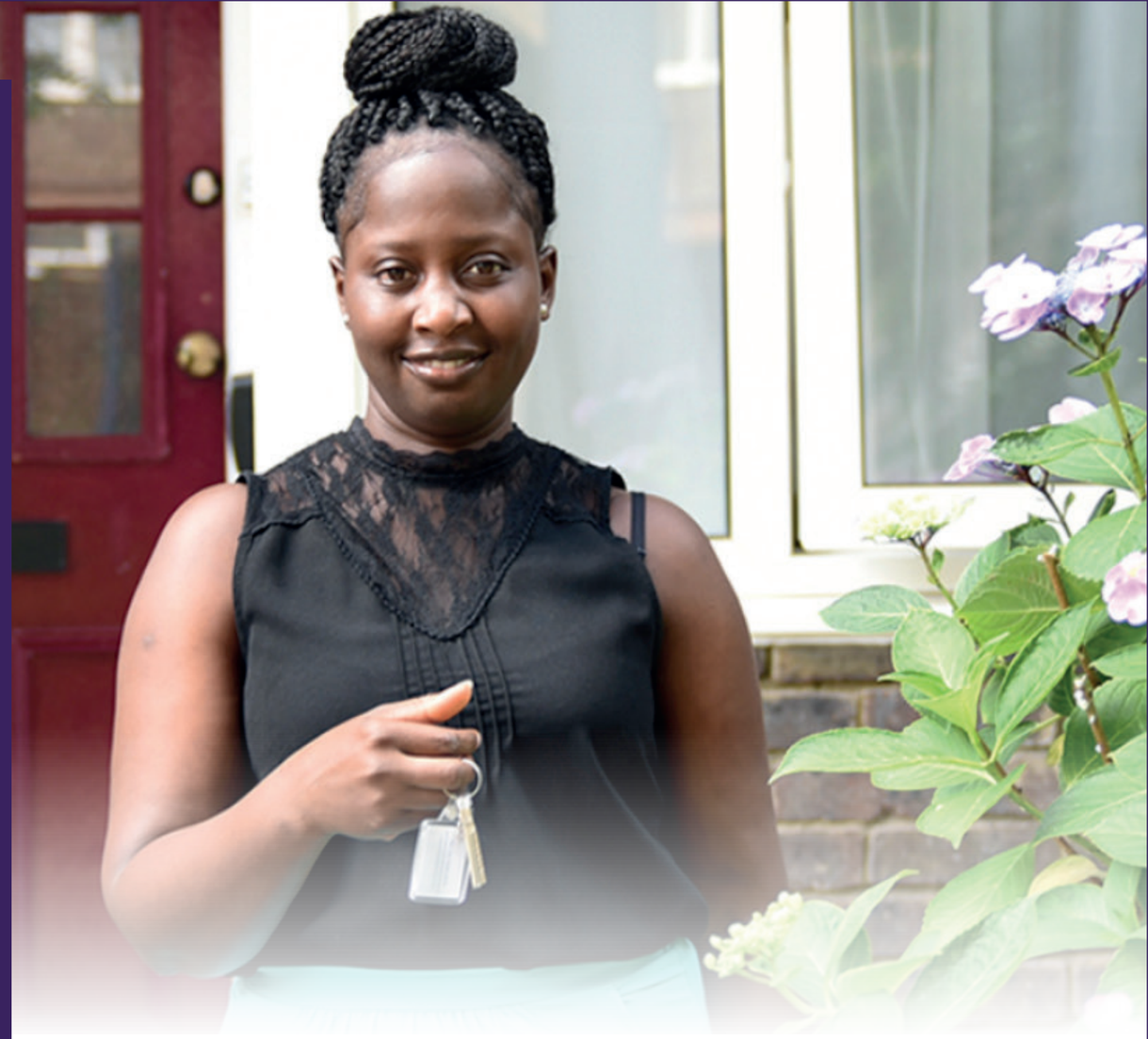
For one of these roles, we are particularly interested in hearing from people with senior level professional finance experience, as well as an accounting qualification.

For the second role, you could come from a range of professional backgrounds including: customer service; risk management; IT / digital; HR; governance / law; asset management / maintenance; or development / procurement.

Any direct experience of social housing would be of interest for either role, but this isn't an essential requirement. The ability to work well as part of a team, putting forward ideas and perspectives while valuing the views of others will be an important skill. An analytical mindset will be valuable in enabling you to offer constructive challenge to the senior team and decision-making. And you should be a passionate advocate for our customers and putting their voice at the centre of what we do.

Please visit **www.emaconsultancy.org.uk** to find out more or contact **Anne Elliott at ema on 07875 762029 or Lorna Lee on 07984 383460** for a confidential discussion.

Closing date: 5pm, 6 November 2026



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At home with LOCAL SPACE

Beyond the Checklist:
Why your Non-Executive CV needs a Point of View

Are you strategic about your CV or are you just documenting your past? writes ema consultancy MD Anne Elliott.

For social housing Board and Non-Executive appointments, a CV that lists roles and responsibilities is not enough. A CV with intent is what gets noticed.

Shortlisting is not about who has done the most. It is about who makes sense for *this* organisation, *at this* moment. Boards are not recruiting history. They are recruiting judgement, perspective and future contribution.

Too many candidates treat their CV like an archive. Strategic candidates treat it like a business case.

That means being clear about the value you bring to a Boardroom, not just the positions you have held. It means demonstrating how you think, how you challenge constructively and how you add value in complex, regulated environments where governance, culture, risk and delivery all intersect.

Know your value before you try to sell it

Being strategic starts with knowing your value, and that works on two levels.

First, your core values. What matters to you. How you like to work. What energises you and what drains you. When your work aligns with these, you are more effective and credible as a Non-Executive. When it does not, no job title will compensate.

Second, the value you offer Boards. Not tasks completed, but outcomes delivered. Problems solved. Insight provided. Momentum created. This is especially critical in social housing, where Boards need people who can balance purpose with performance.

When those two align, your CV stops being a list and starts telling a story.

Stop listing jobs. Start defining who you are.

Instead of defaulting to job titles and timelines, ask better questions:

- What am I genuinely good at?
- What motivates me?
- What do people rely on me for?
- What would colleagues say I bring to a team?
- What skills do I want to use more of?

This self-awareness gives you a clear personal profile. Recruiters don't just want experience. They want context. They want to understand how you think, how you work and where you add value.

Every CV should be bespoke. No exceptions.

If you're sending the same CV to every role, you're doing it wrong.

Your CV should speak directly to its audience. That means researching the organisation, its culture, its challenges and its people. Look at their website, social channels, press coverage and competitors. Pick up the phone. Ask questions. Learn what matters to them.

Then tailor your CV accordingly. Not by exaggerating, but by *prioritising* the most relevant parts of your experience.

Prove your worth. Don't claim it.

Anyone can say they're a great candidate. Few bother to prove it.

Focus on impact. Results. Change. Benefits delivered. Show how your work made a difference and what that means for them going forward. Employers hire for the future, not as a reward for the past.

Your headline matters more than you think

Your opening statement has seconds to work.

Keep it to four lines max. Make it specific. Sum up your experience, your strengths and the value you bring. If it doesn't spark interest immediately, the rest won't get read.

Avoid the basics that trip people up

It's surprising how often strong candidates fall at simple hurdles:

- Incorrect contact details
- Grammar and spelling errors
- A LinkedIn profile that doesn't match the CV
- Undeclared conflicts of interest
- Trying to cram everything in

Polish matters. Credibility is fragile.

Think direction, not just application

The strongest CVs are written with purpose. They reflect where you are going, not just where you have been.

For Board and Non-Executive roles in social housing, this matters more than ever. Organisations are navigating regulation, financial pressure, reputational risk and rising tenant expectations. They are not looking for passengers. They are looking for people who understand the landscape, can add perspective and will contribute meaningfully from day one.

Be selective. Apply for roles that genuinely fit your skills, values and strategic direction and make that alignment clear in your CV. When you do, your applications gain traction and your Board career develops with intent rather than chance.

Key takeaways

1. **Know your value**
   Understand both your core values and the value you bring to Boards so your CV reflects who you are, not just what you have done.

2. **Write with intent**
   Treat your CV as a business case for your appointment, not a record of employment history.

3. **Prove impact**
   Focus on outcomes, judgement and contribution rather than task lists or role descriptions.

4. **Make the headline count**
   Your opening statement should quickly and clearly communicate why you make sense for the role now.

5. **Get the basics right**
   Accuracy, consistency and clarity are non-negotiable. Credibility is easily lost and hard to regain.

A strong CV is not longer. It is smarter. It has a point of view.

If you would like an informal conversation about creating a CV that clearly reflects your value and direction, you can contact Anne Elliott at anne.elliott@emaconsultancy.org.uk

If you would like to register for our candidate database, please email enquiries@emaconsultancy.org.uk

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