



# Board Member Recruitment Pack

be **part** of it

# Your application

Dear applicant

Thank you for your interest in becoming a Board Member at Melin Homes. On the following pages, you will find out about us, our awards, group structure, Board, and Leadership group.

To apply please download our Board Member Application Form, this includes details about the role and the selection process. You can find more information by having a look around our website, you can also view our Annual Reports and our Corporate Strategy.

To apply you should:

- Read all the information provided, paying attention to the Board Member responsibilities and Person Specification.
- Complete the application form
- Complete the declaration form
- Provide an up-to-date CV which shows your full career history
- Complete the Equality & Diversity form which is used for monitoring purposes.

**Please note that applications can only be considered if all the documentation is complete.**

Please send your application by email to [boardrecruitment@melinhomes.co.uk](mailto:boardrecruitment@melinhomes.co.uk) by 5pm on Thursday 14th February.

You will receive an acknowledgement by email within two working days of receipt.

If you would like an informal discussion, or have any questions please get in touch with Karen Jones on [01495 745921](tel:01495745921). Either myself or our Chair will then contact you.

I look forward to receiving your application.



**Paula Kennedy**  
Chief Executive Officer, Melin Homes

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## About us

Melin Homes was founded in 2007 following the merger of two south Wales housing associations. Spanning five local authority areas and managing over 4,000 homes, we are active across many sectors and regarded as one of the most dynamic and forward-thinking associations in Wales.

As a registered social landlord, we work closely with local authorities and other partners to build thriving communities. Our mission is to make a positive impact on neighbourhoods by providing high-quality social housing to those who need it. We also give financial advice to our tenants and organise community events to enhance the lives of residents.

We intend to remain an independent and leading ethical business in our operating area and will work to deepen and strengthen our existing strategic relationships. We seek to be an agile organisation and will respond to the economic situation and changing demographics by flexing our services and activities to meet people's needs and make a positive impact on their lives.

We will further strengthen the way we are governed, building one ethos, focused around a passion for customer service, across the whole organisation. To support this, we will continue to invest in our people and create a positive working environment and culture.

We are a paperless Board and all of our Board and Committee papers are issued via Diligent Board. We require our applicants to be computer literate with a willingness to adapt to the ever changing technology world. No paper copies of Board papers are issued unless under special circumstances.

Melin Homes is the group parent and is a charitable housing association registered with the Financial Conduct Authority (FCA) and regulated by Welsh Government. Melin Homes is also the sole Trustee of the Henry Burton Almshouse Society and is the Managing Agent for the Queen Victoria and Albert Almshouse Society.

## Why do we exist?

We exist to create opportunities for people and communities to thrive.

## How do we behave?

### Together we can...

- Do the right thing
- Find a way
- Make things happen
- Make a difference
- Enjoy the journey

## What do we do?

### The Melin SMaC Recipe

1. Deliver our purpose and live our values.
2. Build and maintain affordable homes.
3. Be a good employer.
4. Be proactive about collaborative and partnership working.
5. Listen to and engage with our residents and communities.
6. Grow our business in a sustainable and ethical way.
7. Only do things that benefit our residents or communities.
8. Deliver core services only in south east Wales.
9. Don't undertake activity that will put our reputation, assets or financial viability at risk.
10. Only carry out core enabling activities if costs are covered or surplus generated, if commercial, that can be reinvested into core.
11. Not provide services that are the statutory duty of others unless we are so commissioned.

## How do we get there?

- Great culture
- Operational excellence focussed on residents
- Thriving communities
- Income from core enabling opportunities

## Melin Homes group structure



Candleston is a company limited by shares and is non-charitable, created to maximise the resources available to deliver more affordable homes. Melin Homes is the sole shareholder of Candleston. Candleston is Melin Homes' development agent and builds homes of all tenure types.

Y Prentis is an independent company limited by guarantee. The company is jointly owned by Melin Homes and Monmouthshire County Council's Community Interest Company CMC2. Y Prentis runs the south east Wales shared apprenticeship scheme in partnership with the Construction Industry Training Board (CITB).

# Commitment to excellence

We pride ourselves on our commitment to excellence in everything we do and have received a number of awards in recognition.



## Melin awards

Here are some of the awards we have received:

- **QED Award**  
We're the first housing association to achieve the QED Award
- **Best Companies**  
We have been placed 17th in the Sunday Times Top 100 Not-for-profit Organisations to Work For in 2018  
+ 6th in Top 25 Best Housing Associations to Work For  
+ Two star accreditation  
+ Special award for Giving Something Back
- **UK Housing Awards 2017**  
Our Income & Inclusion team won Frontline Team of the Year

## More information

You can find out more by visiting our website at [www.melinhomes.co.uk](http://www.melinhomes.co.uk)

You can also view our latest Annual Report and Corporate Strategy at our Publications page at [www.melinhomes.co.uk/publications](http://www.melinhomes.co.uk/publications)

# The Board



**Chris Edmondson MSc Cert. Ed**

**Chair**

Chris is a freelance management researcher, adviser and editor.

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**Julie Thomas**

**RNMH, Dip. Nursing, MSc**

**Vice Chair**

Julie is a retired Divisional Director of Community Services with Aneurin Bevan University Health Board.

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**Lorraine Morgan RN, RM, RCNT, PGDipN (Lon), MSc (Econ) Wales, FHEA**

Lorraine is a Social Gerontologist and Nurse Academic & Practitioner. Worked in NHS, Housing, Social Care (Care Homes) and Higher Education. Studied and taught Person Centred Care at The Open University.

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**Tracey Blockwell**

Tracey joined the board in 2016. She is a Director/ Trustee of the Disability Advice Project and previously worked in Social Services.

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**Wendy Bowler**

Wendy is a retired Public Health Practitioner. She is now a self employed Healthy Working Wales Assessor and was co-opted onto the board in October 2016.

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**Lisa Howells**

Lisa is a Sales & Marketing Director for Curo Group with 20 years of property experience within the housing sector; member of the Housebuilding Federation and the National Housing Federation.

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**Cliff Jones**

Cliff is a retired banker, Financial Advisor and Relationship Director for the Social Housing Sector, Education and Local Authorities for Barclays in Wales.

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**Anthony Hearn**

Anthony is Assistant Director (Housing) at Valleys to Coast Housing Association. He is a leader in social business with a passion for working with organisations and communities supporting them to achieve their goals.



# Leadership Group



**Paula Kennedy**  
**Chief Executive & Executive Board Member**

Paula has worked in social housing for over 28 years, with 16 of these based in Wales. Appointed as Chief Executive in 2017, she brings with her a wealth of knowledge from her previous roles with Brunel Care and Herefordshire housing.

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**Peter Crockett FMATT, FCCA**  
**Deputy Chief Executive & Executive Board Member**

Peter has held senior posts in the housing sector since 1995 where he gained considerable experience in all aspects of strategic finance, including loan funding and other support services. Prior to joining, Peter spent seven years in a private accountancy and audit practice. He is a company director of Candleston and YPrentis.

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**Adrian Huckin FCIH, BA (Hons)**  
**Executive Director of Innovation, Culture and Improvement**

Adrian joined Melin Homes in September 2010 having previously worked in senior positions in both the public and housing sectors for more than 30 years. He is a Fellow of the Chartered Institute of Housing (CIH). He is a company director of YPrentis.

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**Dave Cook MCIH, MBA, MSc**  
**Executive Director of People, Homes and Communities**

Dave has been Director of Customer Services since 2009. He is responsible for Housing and Asset Management services and the Direct Works Services. Dave joined the housing sector in 1996 after a career in construction management and is a Company Director of Candleston.