



Chair of the Board Recruitment Pack

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Welcome

Thank you for your interest in becoming Chair of the Board at Lincolnshire Housing Partnership.

This is an important moment for LHP and an exciting opportunity to lead an organisation that plays an important role in the lives of thousands of people and communities across Greater Lincolnshire. We're seeking someone who shares our values and is passionate about making a meaningful and lasting difference to the lives of customers and the communities we serve.

We have a new Chief Executive, a new Corporate Strategy in development and a clear ambition to be an even stronger, more customer-focused and community-based organisation and achieve the highest consumer regulatory grading of C1. The Board is leading this appointment and is looking for a Chair who will help us achieve that ambition. Someone who will provide inclusive strategic leadership, encourage healthy challenge, ensuring we remain well governed, financially resilient, and decisions are informed by customer and colleague insight, good data and sound judgement.

You do not need to come from social housing. What matters most is that you bring strong Board-level leadership, understand good governance and are motivated by social purpose, reducing inequality and improving outcomes for communities. We are particularly interested in someone who will become a visible ambassador for Greater Lincolnshire, brings fresh perspectives, strategic thinking and a genuine commitment to our vision and values.

As Chief Executive, I am looking forward to building a trusted and constructive relationship with our new Chair, while respecting the distinct roles of Board and Executive. If this opportunity speaks to your experience, values and ambitions, I hope you will consider applying.



Simon Parkes
Chief Executive

Introducing LHP

Lincolnshire Housing Partnership (LHP) is at the forefront of providing secure, efficient, and affordable housing across Lincolnshire. Managing around 12,200 homes with a yearly turnover of £67m, we're one of the largest housing associations in the region with over 20,000 customers. As a Community Benefit Society regulated by the Regulator of Social Housing, our goal is to help shape the future of housing, communities and customer services across North East Lincolnshire, Boston, and coastal, market-town and rural communities.



Our Purpose, Vision and Values

Our Narrative

We want LHP to be a great place to work – and work with – for every colleague, customer and partner. Through our culture programme, Everyday Better, we are working hard to create a culture where we work together with colleagues and customers to create a culture of trust, collaboration and accountability.

We want our colleagues to feel valued, included and fairly treated, with access to development and wellbeing support that enables professionalism and high standards of performance and behaviour.

We want our customers to consistently experience respectful and empathetic, high performing services that improve based on their feedback and evolving needs.

Purpose

We make a difference to people by providing homes and supporting communities that improve lives.

Vision

Places to be proud of

Mission

The basics, done well

Customer Promise

We listen, and deliver what matters to you

Our Values

Our values have been created by our LHP colleagues, and are designed to reflect how we deal with the people around us. We know that we need a culture at LHP that's respectful, consistent, and built on behaviours we can all believe in.

These values are designed to be more than just simple words – they're how we lead, how we work with our customers and how we support one another every day.

At the heart of our culture is a simple, powerful philosophy we'll all recognise:

We always treat people the way we want to be treated ourselves.

That principle shapes our values, which come together under the name TREAT:



Trust



Respect



Empathy



Accountability



Teamwork

About the role



Main accountabilities & responsibility of the role

As our Chair of the Board, you'll provide inclusive leadership and direction to the Board, ensuring it operates as a high-performing team that provides strategic leadership, effective governance and constructive oversight to help achieve LHP's long-term ambitions for customers and communities.

You'll build a trusted, open and constructive relationship with the Chief Executive, recognising the distinct roles of Board and Executive in delivering LHP's purpose, strategy and values. The Chair leads the effectiveness of the Board, whilst the Chief Executive leads the Executive Team. Working together, you'll create the conditions for excellent decision making and healthy challenge, fostering a culture focused on improving outcomes for customers, colleagues and communities.

You'll build relationships with each non-executive director to generate cohesion, shared purpose and act in the interests of LHP. You'll ensure the Board remains connected to the experiences of customers and colleagues and uses their insight to inform strategic discussion and decision-making. You'll act as an ambassador, networking, engaging and forming relationships with a wide range of internal and external stakeholders to build an excellent reputation for LHP.

Your team

Your role sits as the Chair of the Board and you'll lead the Board and provide support and constructive challenge to the Chief Executive.

You'll ensure that the Board is comprised of Non-Executive Directors (NEDs) with an effective mix of skills and experience.

Whilst the Chief Executive is the Chair's main executive relationship, the Chair also builds constructive relationships with the Executive Leadership Team, whilst respecting executive responsibilities.

Time Commitment

Approximately 4 days per month (including Board, Committee, preparation, stakeholder engagement and development).

Remuneration

£17,200 per annum plus expenses.

Term

3 + 3 years

Corporate responsibilities

- Putting customers first and focusing on what really matters to them.
- Living our TREAT values through everyday actions and decisions.
- Always demonstrating our core behaviours.
- Have a positive can-do approach and be solution orientated.
- Always act with integrity and represent LHP in a positive light.



Role responsibilities

Leadership - lead, inspire and motivate the Board and Executive Leadership Team by:

- providing confident, inclusive and authentic leadership, creating an environment where the Board and Chief Executive can work together effectively to deliver LHP's strategic ambitions
- creating an inclusive culture where every NED is encouraged to contribute fully, provide constructive challenge and participate in effective decision making
- encouraging strategic thinking, horizon scanning and ensuring Board time remains focused on LHP's long-term success, organisational performance and customer outcomes
- creating the conditions for high-quality strategic discussion and effective decision making
- building a culture of openness, trust, learning and constructive challenge
- championing the culture and values of LHP

Governance & Assurance – oversee the Governance Framework to ensure:

- the Board receives timely, high-quality information and assurance to enable effective decision making
- governance arrangements remain proportionate, effective and aligned with regulatory expectations
- risks are understood, discussed openly and actively managed
- the Board delegates sufficient authority to Committees, the Chair, the Executive and others to enable the business of the organisation to be carried out effectively
- a culture of continuous improvement and learning
- compliance with the requirements of the Economic and Consumer Standards under the Regulatory Framework, the Code of Governance, Code of Conduct and other constitutional and organisational policies

Role responsibilities (continued)

Strategy and performance - lead the Board in setting long-term strategic direction to ensure:

- sufficient time is devoted to horizon scanning, emerging risks and future opportunities
- delivery of strategic priorities is overseen through effective scrutiny of performance, assurance and customer insight
- decisions balance customer outcomes, organisational resilience and long-term sustainability

Relationship with the Chief Executive - build an open, trusting and constructive relationship with the Chief Executive, providing support, challenge and independent perspective and appraising their performance

Board effectiveness - build constructive relationships with and between NEDs and:

- lead the development and effectiveness of the Board, ensuring it has the right culture, capability and behaviours to govern effectively and continuously improve
- oversee NED appraisals, development and succession planning
- ensure diversity of thought, skills and experience needed to govern effectively

External leadership - represent LHP positively to:

- build relationships with regulators, stakeholders and partners
- champion LHP's social purpose
- strengthen confidence in LHP's governance

About you

Applications are welcomed from candidates within and beyond the housing sector who can demonstrate transferable strategic leadership experience, aligned values and an understanding of good governance.

We are seeking candidates who share LHP's values and purpose, demonstrate a genuine commitment to place-based leadership and are willing to become an active ambassador for Greater Lincolnshire, understanding the communities of Grimsby, Boston and the wider area.

Successful candidates will demonstrate a genuine commitment to improving outcomes for disadvantaged communities, reducing inequality and/or leading organisations with a strong social purpose that creates lasting value for communities.

Your skills, abilities, knowledge, and experience

Leadership – Experience of providing confident, inclusive strategic leadership, with the ability to lead the Board and Chief Executive to successfully deliver long-term strategic objectives through clarity of purpose, positive relationships, effective governance and continuous improvement. Experience of leading organisational change and shaping a positive Board culture.

Customer focus - Ability to understand the needs, views and experiences of different groups of LHP customers, and use this customer insight to inform strategic discussion and balanced decision making, ensuring the Board focuses on improving services for customers, reducing inequality and delivering LHP's social purpose.

Strategic thinking - Ability to look at the bigger picture, spot patterns, identify emerging opportunities and risks, connect ideas across sectors, lead strategic debate and help shape LHP's long-term direction and improvements.

Exercising Judgement & Balancing Risk - Ability to interpret complex information, ask insightful questions and use your judgement to support balanced, evidence-based decisions which appropriately consider opportunities, risks, assurance, financial sustainability and long-term value. Experience overseeing organisational performance and financial stewardship in complex environments.

Your skills, abilities, knowledge, and experience (continued)

Personal Impact - Acts with honesty, fairness and professionalism, with a strong commitment to equality, diversity and inclusion. Builds trust and confidence through inclusive leadership, high ethical standards, and the ability to build constructive relationships whilst maintaining independence and diplomacy.

Communication and Influencing - Ability to communicate clearly and effectively with different audiences, sharing views confidently and respectfully. Ability to facilitate constructive discussion, encourage different perspectives and build consensus while ensuring effective challenge. Ability to act as a credible ambassador for LHP, building confidence with customers, colleagues, partners, regulators and other stakeholders.

Teamwork – Ability to create an environment where everyone works positively with each other, respects different views, welcomes constructive challenge, contributes to group discussions and collective accountability is strengthened. Experience of supporting the development of team capability, succession and continuous learning.

Independence – Ability to think independently, remain objective, and make balanced decisions when considering different views or options and demonstrates the confidence to provide both support and constructive challenge.



How to apply

To apply for the role, apply via GatenbySanderson, who are supporting the recruitment for this role. [You can apply by clicking here.](#)

For an informal conversation or confidential enquiries about the role, please reach out to Simon Wing via email at simon.wing@gatenbysanderson.com or via phone on 07809 195 628 or 020 7426 3976.

We are committed to an inclusive recruitment process and will make reasonable adjustments at any stage; please speak to Simon Wing about any support you require.

The closing date for applications is 12 noon on 16 October 2026.

What happens next?

After we receive your application, the next steps are:

1. Initial review/longlisting
2. First stage Teams interview
3. Meeting with the CEO
4. Leadership/psychometric assessment
5. Final face-to-face assessment involving the Appointment Panel, LHP customers, and LHP colleagues





If you would like to receive this information in **another language** or in **another format** such as large print, Braille or audio, please contact communications on **0345 604 1472** or email **communications@lincolnshirehp.com**



