



Board Member

BOARD MEMBER ROLE PROFILE

The Parent Board is responsible for ensuring the success of Barcud through setting its mission and values, defining and overseeing delivery of its strategic objectives in order to ensure that Barcud's assets are protected and that it remains financially viable. This must all be in accordance with the constitution, the law and regulatory requirements. Day to day management is the responsibility of the Group Chief Executive and other members of the Leadership team.

Main purpose of the role

- Act within the powers set out in the association's constitution
- Promote the success of the association for the benefit of its tenants, leaseholders, residents and other stakeholders
- Exercise independent judgement
- Exercise reasonable care, skill and diligence

KEY RESPONSIBILITIES

Fulfilling the role of the Board

With other members of the Board, the responsibilities of the Board Member are to:

- Ensure that the organisation is compliant with legal, statutory, constitutional and regulatory requirements
- Set and ensure compliance with the values, vision, mission and strategic objectives of the organisation, ensuring its long-term success
- Determine the nature and extent of the principal risks the organisation is willing to take to achieve its objectives
- Establish a culture that is focused on the needs of current and future tenants, other key stakeholders, and embeds equality, diversity and inclusion within the organisation
- Ensure the organisation operates effectively, efficiently and economically
- Provide oversight, support, direction and constructive challenge to the Group Chief Executive and other Leadership Team members
- Appoint and, if necessary, dismiss the Group Chief Executive
- Ensure the integrity of financial information, setting and approving each year's budget, business plan and annual accounts prior to publication
- Establish and oversee control and risk management frameworks in order to safeguard the assets, compliance and reputation of the organisation
- Establish, oversee and regularly review a framework of delegations to committees and employees
- Hold to account the organisation's subsidiary Boards, committees and senior employees for the exercise of any powers delegated to them.

Working as part of the Board team

The Board Member has responsibility to:

- Share responsibility for, and uphold, the decisions of the Board
- Fully participate in the work of the Board, making every effort to attend all Board meetings and other events such as Board planning and strategy meetings
- Serve as a Board member for at least one of Barcud Group's subsidiary Boards
- As agreed, serve as a committee member and participate in working groups or panels in support of the overall governance of the association
- Work constructively with the Leadership team, the wider employee team and other stakeholders
- Engage with the organisation 'beyond the Board meeting', taking opportunities to engage with staff and tenants and participate in site visits
- Comply with the Board's adopted Code of Conduct
- Actively engage in the Board's performance review arrangements
- Complete an induction training programme within six months of appointment
- Participate in collective and personal learning and development.

BOARD MEMBER PERSON SPECIFICATION

Technical skills

The Board as a whole requires a range of 'technical' skills. These are areas in which the Board needs one or, usually, two expert members – members who are likely to have substantial professional experience and, where relevant, a professional qualification. These are defined in a Board Skills Matrix which is kept under regular review.

When recruiting new Board Members, the Board will identify the particular skills it needs at that time.

Core competencies

In addition to specific areas of expertise in which the Board may need one or two expert members, there are areas in which all Board Members need a certain level of knowledge and understanding to contribute as an effective Board Member. Such areas include: governance, health and safety, risk management and financial management.

New members would not necessarily be expected to have the required level of knowledge and understanding on joining the Board but would be expected to have gained it by the end of their six-month induction period.

General skills and personal attributes

With regards to broader skills, Board Members need to be able to:

- Think strategically, taking account of the political, economic, social and technological impacts on the business
- Evaluate facts and evidence logically including data analysis
- Analyse risk, identify opportunities and provide creative input to problem solving
- Oversee delivery of organisational objectives without becoming inappropriately involved in operational detail
- Probe and challenge constructively without creating conflict
- Build and maintain good relationships based on mutual respect.
- Appreciate and value the Welsh language and culture (Welsh language skills are desirable but not essential)
- Commit to promoting selflessness, integrity, objectivity, accountability, openness, honesty, and effective leadership

Specialist skills and abilities/experience

Board members will need specific skills and knowledge in one or more of the following specialisms:

- Human Resources/People Function
- Equality, Diversity and Inclusion
- Digital innovation, digital delivery
- Change/Transformation delivery
- Finance and risk

All Board members will be required to commit to a minimum of 12 days per year in order to prepare thoroughly for meetings and engage with the Association beyond the Board meetings