

Welcome to life at JRHT

At Joseph Rowntree Housing Trust (JRHT), we're not just offering jobs – we're building a community of passionate people who want to make a real difference. Whether you work in housing, care, or a supporting service, you'll find a purpose driven organisation where your ideas are welcomed, your development is supported, and your impact matters.

About Joseph Rowntree Housing Trust

JRHT strives to be a housing association that is sustainable and engaging, providing high quality and continuously improving services and decent affordable homes in well-managed communities, prioritising those in greatest need.

We're proud of our values-driven culture. It's not just about policies or strategies – it's about how we show up every day. We believe in trust, care, and making a meaningful difference in the lives of our residents and each other.

Our People & Culture Strategy is shaped by our colleagues and residents, and it's built on openness, fairness, and shared purpose. We're creating a place where every colleague voice matters. That means listening, learning, and leading with integrity.

Values

Our values make us unique as an organisation. They show us what we care about, help us to make decisions and show us how to behave.

We are built on trust

- We are built on trust
- Act with integrity
 - Always improving
 - Communicating well

We show we care

- We show we care
- Supportive
 - Inclusive
 - Respectful

We make a difference

- We make a difference
- Working together
 - Outcomes focused
 - Resourceful

Our Office Culture

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Your Career Your Way

When you join JRHT, you're joining a business that invests in your growth. We believe career development should be inclusive and accessible to everyone – whether you're new to the sector or bringing years of experience.

We're building a performance culture where expectations are clear, feedback is constructive, and everyone has the opportunity to thrive. By developing our Professional Standards Framework, we're aligning learning and development with what our people need now – and what they need next. That means our operational plans focus on learning, development and nurturing talent, ensuring everyone has the opportunity to thrive and contribute to our Core Purpose.

You'll be supported to grow your skills, reflect on your practice, and shape your own career path. Because when you develop, so do we.

The People Behind JRHT

Our people are our biggest strength. We're proud to work alongside compassionate, capable, and committed colleagues who bring our values to life every day. Across housing, care, and support services, our teams are united by a shared purpose: to create strong communities and deliver excellent services. We pride ourselves on doing the right thing.

Feedback from our colleague engagement survey and Staff Council has played a vital role in shaping our People and Culture Strategy. Our teams told us they want to be part of a culture that values high performance, where they feel inspired, supported by strong leadership, and driven by a shared commitment to delivering quality. We've listened and we're acting on it.

At JRHT, you'll find a workplace where you can be yourself, feel part of something bigger, and do work that means something. We're creating a culture of belonging – and we're just getting started.

Our Benefits

We strive to make everyone feel able to be themselves at work, feel supported and enjoy a healthy work life balance. We offer a wide range of employee benefits, so there is something for everyone.

- 33 days paid holiday including bank holidays with the option to buy or sell more
- Wellbeing Hub, face-to-face counselling, access to staff network groups and an Employee Support Programme offering confidential support 24/7, 365 days a year
- Excellent Pension Scheme with a 6% employer contribution, plus Death in Service
- Cost of living support with discounts and vouchers with 800+ retailers, utility services and supermarkets via the Rewards Portal
- Emergency Leave, Carers Leave and enhanced new-parent and adoption pay
- Health Care Cash Plan and gym membership discounts
- Free on-site parking, Season ticket Travel Loan and a Cycle To Work Scheme



Our Commitment to Equity, Diversity and Inclusion

At JRHT we believe in giving everyone an equal chance to succeed. Applications are welcome from all regardless of age, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race, sex, sexual orientation, trans status or social economic background. We positively encourage applications from people with experience of living in poverty.

As part of our commitment to equity and specifically anti-racism, we operate an anonymised recruitment process so that bias is eliminated from the shortlisting process.

Disability Confident

Joseph Rowntree Housing Trust are committed to creating an inclusive workplace culture where everyone feels welcomed and valued.

Our status as Disability Confident Committed means that if you have a disability or long-term health condition, you will be treated equally and fairly within our organisation – from applying for jobs through to working with our teams. At Level 1, we have committed to:

- Ensure our recruitment process is inclusive and accessible
- Communicate and promote vacancies to attract disabled candidates
- Offer an interview to disabled people if they meet the essential criteria
- Anticipate and provide reasonable adjustments as required
- Support any existing member of staff with a disability or long-term health condition



Meet the Team



Chris Simpson
Managing Director

As Managing Director of JRHT, I oversee all aspects of the housing trust's operations on a day-to-day basis. This includes organisational design, ensuring performance, regulatory compliance and engaging with colleagues and residents. I work closely with the JRHT Executive Team and am directly accountable to the JRHT Board, as well as to other stakeholders such as residents and regulators.



Laretta Rothery
Director of Communities

I provide strategic direction and leadership to those involved in provision of service to our general needs, sheltered, extra care and shared ownership communities. These include community contact and access, rent collection, income management, money and benefit advice, lettings and allocations, tenancy management, community development, resident involvement and feedback. I am responsible for delivering exceptional and excellent services in compliance with relevant regulation and legislation. .



Theresa Tingle

Director of Finance, People and Technology

I provide strategic direction and operational leadership to JRHT's Finance, People and Technology activities. I am accountable for the development and delivery of financial sustainability, accounting, and governance, procurement and contracting, people and technology.



Sharon Brookes

Director of Assets

My role involves leading and delivering our Asset Management Strategy and delivery programme, ensuring the provision of safe, high quality, energy efficient homes that meet resident needs and expectations. I provide strategic leadership and direction to those involved in delivering Asset Management including teams in planned investment, responsive repairs, empty homes, retrofit and decarbonisation, stock condition analysis, compliance and parks and landscapes.