



Yoker

Housing Association

Chief Executive Recruitment Pack

CONTENTS

→ Introduction	Page 3
→ Welcome from the Board	Page 4
→ Organisation Structure	Page 5
→ Job Description & Person Specification	Page 6
→ Summary Terms	Page 15
→ Key Dates	Page 16
→ How to Apply	Page 17



→ INTRODUCTION



August 2026

Post of Chief Executive

Thank you for your interest in the above vacancy

I am pleased to enclose our recruitment pack which contains the following materials:

- **Welcome from the Board**
- **Organisation Structure**
- **Job Description & Person Specification**
- **Key Dates**
- **How to Apply**

Visit our **website** where you will find a broad range of information about who we are and what we do. If you would like to have a confidential discussion about the role, please contact our recruitment partner EVH by emailing **Recruitment@evh.org.uk** to arrange a suitable time.

If you wish to apply, please complete the application form provided. Please do not attach a CV or any other additional materials as these will not be included for shortlisting purposes. Your completed application should be e-mailed to **Recruitment@evh.org.uk**.

Please note that it is your responsibility to ensure we receive your application before the closing date of **Friday 28th August 2026** at **10.00am**. All applications will be acknowledged.

Candidates will be shortlisted week commencing **Monday 31st August 2026** and contacted once the process has concluded. A panel interview will be conducted on either **Thursday 17th** or **Friday 18th September 2026** at,

Yoker Housing Association
2310 Dumbarton Road
Yoker
Glasgow
G14 0JS

A disclosure check will be required of the preferred candidate and the cost met by the organisation.

On behalf of the Board, we look forward to hearing from you.

A handwritten signature in blue ink, appearing to read 'Wronowska'.

Agnieszka Wronowska
CHAIR



WELCOME

On behalf of the Board, I thank you for your interest in the role of Chief Executive.

Our organisation is proud to play a vital role in providing high quality, affordable homes and services that support individuals, families and communities to thrive. At the heart of everything we do is a clear sense of purpose to make a meaningful, lasting difference to people's lives.

We are now seeking a Chief Executive to lead the next chapter of our journey. This is an exciting opportunity to work collaboratively with an experienced Management Committee, a committed staff team, and our partners to shape the future of the organisation and deliver on our ambitions.

Guided by our mission to provide good quality, affordable housing and housing related services to those in the greatest housing need, we are committed to making a positive difference in the communities we serve. Our vision, "Affordable homes... simply delivered," reflects a practical, customer focused approach to social housing.

Underpinning everything we do, our values also guide how we work with our tenants, partners and each other. They are both valuable to us and to our principal stakeholders. We have therefore considered carefully what our core values currently are and should aspire to be:

- **Accountability**
- **Approachability**
- **Community**
- **Equality**
- **Excellence**
- **Fairness**
- **Honesty**
- **Integrity**
- **Openness**
- **Sustainability**

As Chief Executive, you will be the ambassador for these values, ensuring they are lived throughout the organisation and reflected in our culture, services and outcomes.

The Management Committee is dedicated to strong governance and to supporting the Chief Executive to succeed. We are looking for a leader who brings clarity of vision, strategic insight, and a passion for delivering high quality services. Equally important is the ability to engage and inspire others, build trust, and lead with empathy and integrity.

This is a pivotal moment for our organisation, with opportunities to innovate, strengthen our services, and respond proactively to the challenges and opportunities facing the housing sector. We are confident that the right candidate will help us build on our strong foundations and drive forward our ambitions.

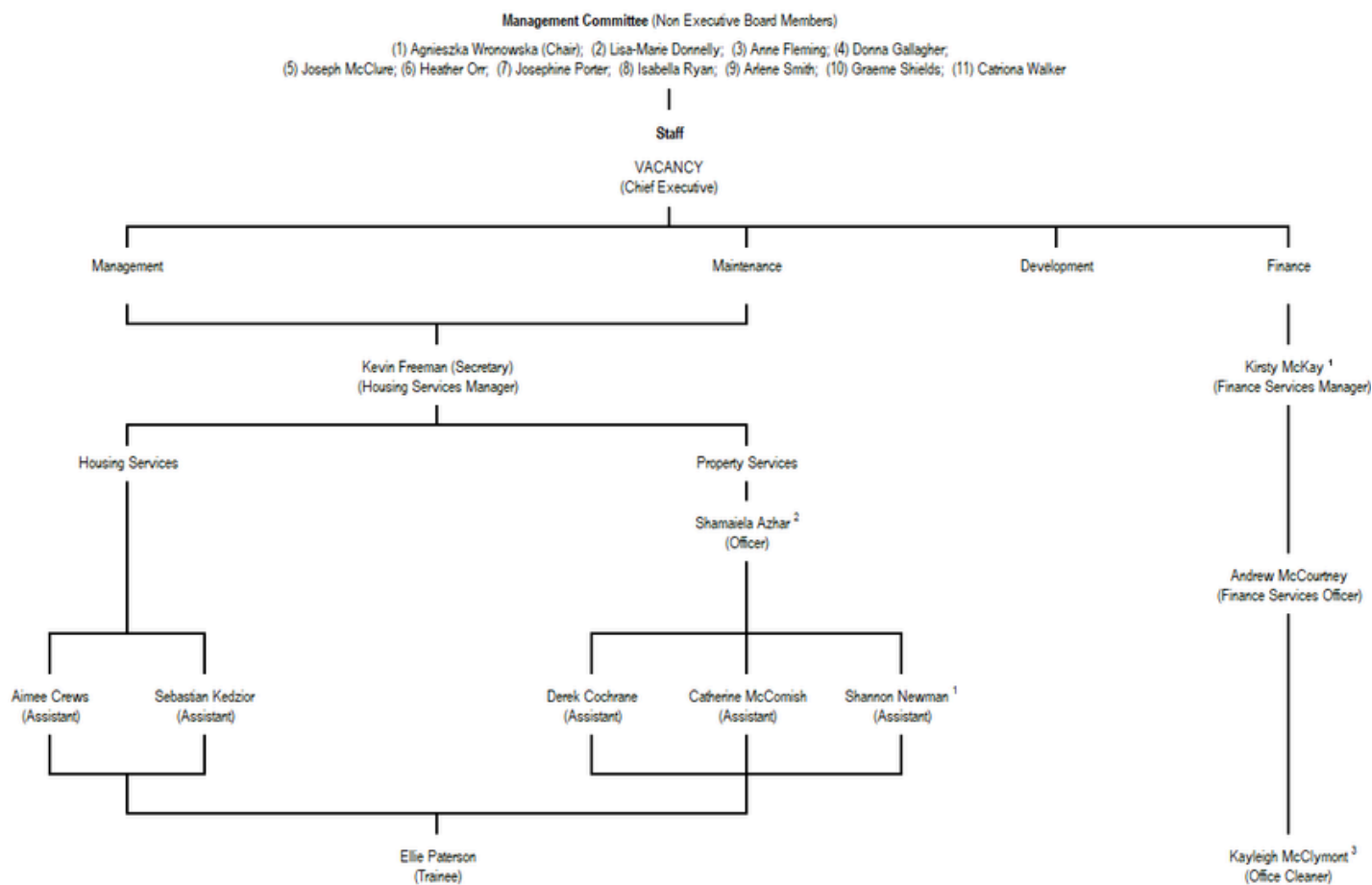
Thank you for your interest in joining us. We look forward to learning more about you.

Yours sincerely,



Agnieszka Wronowska
CHAIR

OUR TEAM



Job Title	Chief Executive
Responsible To	Management Committee
Salary	£90,670.56 – £94,720.92

JOB PURPOSE

Reporting directly to the Management Committee to lead the staff team effectively to ensure that the Association's strategic vision, business plan, and goals are delivered to tenants and residents.

MAIN OBJECTIVES OF THE POST

- Advise the Committee on key management, housing, social, economic, political and operational factors and assist the Committee to develop and maintain strategies, policies and services.
- Direct and manage work to ensure provision of high-quality homes and excellent services.
- Prepare, develop and sustain the role of the Association in the provision of and long-term maintenance of quality homes, establishing and developing partnership working and building strong and effective relationships with all stakeholders.
- Provide advice on issues of governance and control to the Committee.
- Ensure that the Association carries out its operations in accordance with the business plan and policies established by the Committee and that all of the requirements of the Scottish Housing Regulator, and all legal duties, are met.
- Develop, manage and implement a Human Resources Strategy that will include the development of all staff. Ensure that there are mechanisms in place to enable staff to fulfil their duties, responsibilities and full potential whilst achieving the Association's business plan and objectives.

PRINCIPAL DUTIES	
Strategy	• Provide strategic leadership and direction to the Committee and communicate Committee decisions to the Association's Staff Team to improve operational services whilst demonstrating a thorough understanding and commitment to the business plan, vision and values of the Association. • Maintain the Association's registration and positive relationship with the Scottish Housing Regulator. • Translate the Association's vision and values as a major landlord into realistic targets and objectives identifying what needs to be done in order to achieve excellent status. • Define, develop and implement effective performance management and risk management strategies and support the Committee in meeting their duties of having appropriate reporting and control mechanisms in place. • Be responsible for formulation, implementation and review of strategies and policies and financial frameworks, ensuring that short/medium/long term plans comply with the Scottish Government and Scottish Housing Regulator's guidance, legislation, good practice and corporate aims and values.
Leadership, Management & Governance	• Provide leadership, purpose and direction for the staff and organisation, ensuring that clear and tangible ongoing improvements in performance and quality of services are achieved. • Attend meetings as required outwith normal office hours. • Advise the Committee on issues of governance, conduct, rules and financial probity and ensure efficient administration and servicing of all Committee and Sub-committee meetings. • Ensure that there are effective procedures in place to protect the Association's reputation and financial security. • Maintain the quality and membership of the Association's representative structures and governance arrangements. • Ensure that the Association's financial affairs are properly managed and controlled and that effective financial strategies are in place to support and sustain the Association's activities.

PRINCIPAL DUTIES	
Services	• Ensure that the Association provides high quality, good value homes and responsive services to tenants and residents. • Establish, develop and maintain a culture of excellent customer service, participation, continuous improvement and quality management. • Ensure that the service commitments made to tenants, residents and service users are met and that services develop and change in line with statutory and aspirational requirements.
Planning & Control	• Set targets and performance management measures, review and monitor progress and organise resources to ensure successful performance outcomes across the Association. • Keep performance against the business plan under review to ensure that performance is reported properly to the Committee and take appropriate steps to ensure that corrective action is taken where necessary, and that the business plan goals and targets are revised as required. • Lead the assessment of risk and the design and operation of risk management systems. • Be responsible for ensuring that there is an effective Internal Audit function in place, which the Committee has full access to and that Committee decisions flowing from internal audit reports are properly implemented. • Be responsible for provision of good financial planning, reporting and control arrangements needed to manage risk effectively. • Ensure appropriate provision of health and safety resources, policies and procedures and ensure that statutory requirements are achieved.
Staff	• Advise the Committee on staff structure and policies. • Promote, manage and develop a positive organisational culture. • Establish effective performance management and appraisal systems that enable staff and Committee Members to assess their personal successes and afford the opportunity for empowerment and personal development. • Deal quickly and appropriately with any internal conflict and poor performance. • Ensure that equalities are reflected in all policies and are followed by staff in every aspect of their work, including the work of contractors and consultants.

PRINCIPAL DUTIES

**Community &
External Relations**

- Develop strategic partnerships and good relationships with the Association's stakeholders.
- Direct, develop and promote partnership working across the organisation and with external stakeholders to ensure that the goals of the Association and its business plan are met.
- Liaise with local authorities, the Scottish Government, the Scottish Housing Regulator and the voluntary and statutory sectors, ensuring that the Association's best interests are promoted.
- Seek out new strategic relationships that will benefit the Association's future and add value to its business.
- Ensure that participation arrangements amongst tenants and residents build capacity within their communities.
- Sustain the good reputation of the Association by liaising positively with the media and in a timely manner, promote and communicate corporate goals, new developments and activities to enable the interests of the communities and social housing sector to be heard.
- Undertake any other reasonable duties that may be required by the Committee.

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Requirement	Essential	Desirable
Qualifications & Knowledge		
Educated to degree level (or equivalent), in a relevant discipline, or comparable relevant experience.	✓	
Membership of the Chartered Institute of Housing or other relevant professional body		✓
Possession of a Post Graduate qualification in a relevant field		✓
Excellent knowledge of housing issues, policy, statutory frameworks and including wider community regeneration and social policy	✓	
Understanding of governance issues, including charitable status	✓	
Numerate with understanding of financial accounts, management accounts and investment methodologies	✓	
Knowledge of Housing Regulator requirements and its regulatory framework		✓
Understanding of funding sources, business planning and reporting protocols	✓	

Requirement	Essential	Desirable
Experience		
Relevant senior level work experience including some as a member of a management team	✓	
Creative and innovative management style and substantial experience of effective staff management	✓	
Preparation, promotion and implementation of business plans and other planning/bidding documents	✓	
Excellent grasp of financial frameworks and funding mechanisms, experience of budgets and general business management	✓	
Partnership working and delivering a positive contribution to wider action and community regeneration activity	✓	
Experience of working with and servicing voluntary Board or Management Committee Members	✓	
Involvement in identifying, assessing, and managing the impact of risk on organisations or projects	✓	
Awareness/experience of the processes involved in bringing development projects to fruition		✓
Previous work experience gained in the social housing (or closely related) sector		✓
Experience of implementing successful organisational change	✓	

Requirement	Essential	Desirable
Skills & Abilities		
Excellent, confident, articulate, operational and project management skills displayed by a proven track record of successful leadership and management	✓	
Commitment to the ethos of the organisation and to the wider social housing movement beyond	✓	
Effective, practical leadership to inspire high levels of motivation, performance, and commitment and to act as a change agent to achieve a culture that puts the customer first and delivers quality services	✓	
Ability to provide clarity over organisational priorities, vision, direction, and change	✓	
An analytical and strategic thinker who can formulate strategy, policies, implementation plans and delivers on outcomes	✓	
A clear decision maker, able to initiate and implement significant strategies to achieve business goals effectively	✓	
Competency in balancing complex interests and conveying a direction understood by a variety of internal and external audiences	✓	
Innovation, implementation, and development skills to effect positive changes to organisational culture and working methods	✓	
Transference of policies into practices and ideas into actual results	✓	
Creation of an organisational climate that encourages staff to develop and give of their best	✓	

Requirement	Essential	Desirable
Skills & Abilities (contd)		
A relationship builder, able to engage at all levels in the organisation, work under pressure and ensure provision of a customer driven approach to meet diverse customer needs	✓	
An excellent communicator with first class verbal and written skills including report writing, presentation and public speaking competencies and the ability to communicate clearly and concisely to a cross section of individuals and organisations	✓	
A productive negotiator, with strong influencing and powers of persuasion whilst remaining able to work effectively in partnership with external bodies to achieve corporate aims	✓	
Networking abilities, sound political judgement and equipped to promote the organisation to the full in all settings	✓	
Competent IT skills and an effective user of Information Technology for management purposes	✓	
Personal Qualities		
Committed, flexible and adaptable approach to work requirements and prepared to attend meetings and training beyond normal hours	✓	
Commitment to our ethos and that of the wider social housing movement in Scotland	✓	
Ability to understand and connect with the challenges faced by people living within our communities	✓	

→ SUMMARY TERMS

The summary terms are for guidance and do not form part of the contract of employment.

Salary	£90,670.56 – £94,720.92 per annum Work outwith normal working hours shall be compensated for by time-off-in-lieu.
Contract Duration	Permanent
Hours	35 hours per week
Place of Work	Yoker Housing Association 2310 Dumbarton Road Yoker Glasgow G14 0JS
Holiday Entitlement	25 days & 15 public holidays
Pension	Pension scheme, subject to the rules of the scheme, in place, details will be provided at time of offer.
Notice Period	3 months
Professional Fees	One set of relevant professional fees paid annually as per the T&C's.
Travel	Car will be provided, subject to the terms of company car policy and rules.

→ KEY DATES

To keep you informed about the recruitment process, please see below an outline of the key dates.



• CLOSING DATE/ TIME

**FRIDAY 28th AUGUST 2026
AT 10.00am**



• SHORTLISTING

**WEEK COMMENCING
MONDAY 31ST AUGUST 2026**



• ALL CANDIDATES CONTACTED TO ADVISE OUTCOME OF APPLICATION

**WEEK COMMENCING
MONDAY 7TH SEPTEMBER 2026**



• INTERVIEWS

**EITHER THURSDAY 17TH OR
FRIDAY 18TH SEPTEMBER AT
YOKER HOUSING ASSOCIATION**



• INTERVIEW OUTCOME

**SHORTLY AFTER
INTERVIEWS TAKE PLACE**

Application Form

If you believe that you meet the criteria of the job role, we would encourage you to apply by completing the application form on the EVH [website](#).

Please note, we want to compare your experience, skills and knowledge with the requirements for this role. You should, by use of example, demonstrate below how you satisfy the criteria detailed in the person specification. This does not have to be from paid work but can be from other experience. Please clearly state which criteria you are referring to when completing your application.

Please submit your completed application form by **Friday 28th August 2026** at **10.00am** to **Recruitment@evh.org.uk**. Applications received after this time, will not be considered.

All relevant information should be included in the application form. Please do not include a CV or attach any other information, as this will not be considered during the shortlisting process.

Please note that you will receive an acknowledgement of your application. If you do not receive this, please contact our recruitment partner, EVH on 0141 352 7435.

Equal Opportunities

We are an equal opportunities employer and positively encourage applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.

We are a disability confident employer, therefore if you consider yourself to have a disability, please detail on your application form, any reasonable adjustments that we can make for you as part of the recruitment process.

We look forward to hearing from you!



Recruitment@evh.org.uk



0141 352 7435

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