

Join the Board of CDS

Better homes.

Stronger communities.

More community-led housing.

Roles

Senior Independent Director

Chair of Services Committee

Board Member



Welcome from our Chair



Thank you for your interest in joining the Board of CDS.

We're looking to welcoming up to three new Board members who will bring fresh perspectives, complementary skills and new ideas to help guide the next stage of CDS's development.

We work alongside residents, housing co-operatives and communities because we believe people should have greater influence over the places they call home. That belief shapes our organisation as we continue to strengthen our services, explore more community-led approaches to housing and develop partnerships through new initiatives.

We know the strongest Boards reflect a wide range of backgrounds, experiences and perspectives. Our diverse Board has provided this and we are committed to increasing our diversity further and building a Board that better reflects the communities we serve.

If you share our values and believe your experience could help us deliver our ambitions, I hope you'll consider applying.

Juliet Lack

Chair



Why join CDS?

An exciting time for CDS



We have a clear purpose, an ambitious strategy and a growing role in supporting community-led housing. We're strengthening our services, investing in new ideas and exploring how residents can play a greater role in shaping the places they live.

As a Board Member, you'll help guide those decisions.

You'll work alongside colleagues who care deeply about our purpose, ask thoughtful questions and are committed to making good decisions for the long term.

If you're looking for a Board role where you can contribute your experience whilst continuing to learn yourself, we'd love to hear from you.

Why we exist

Purpose

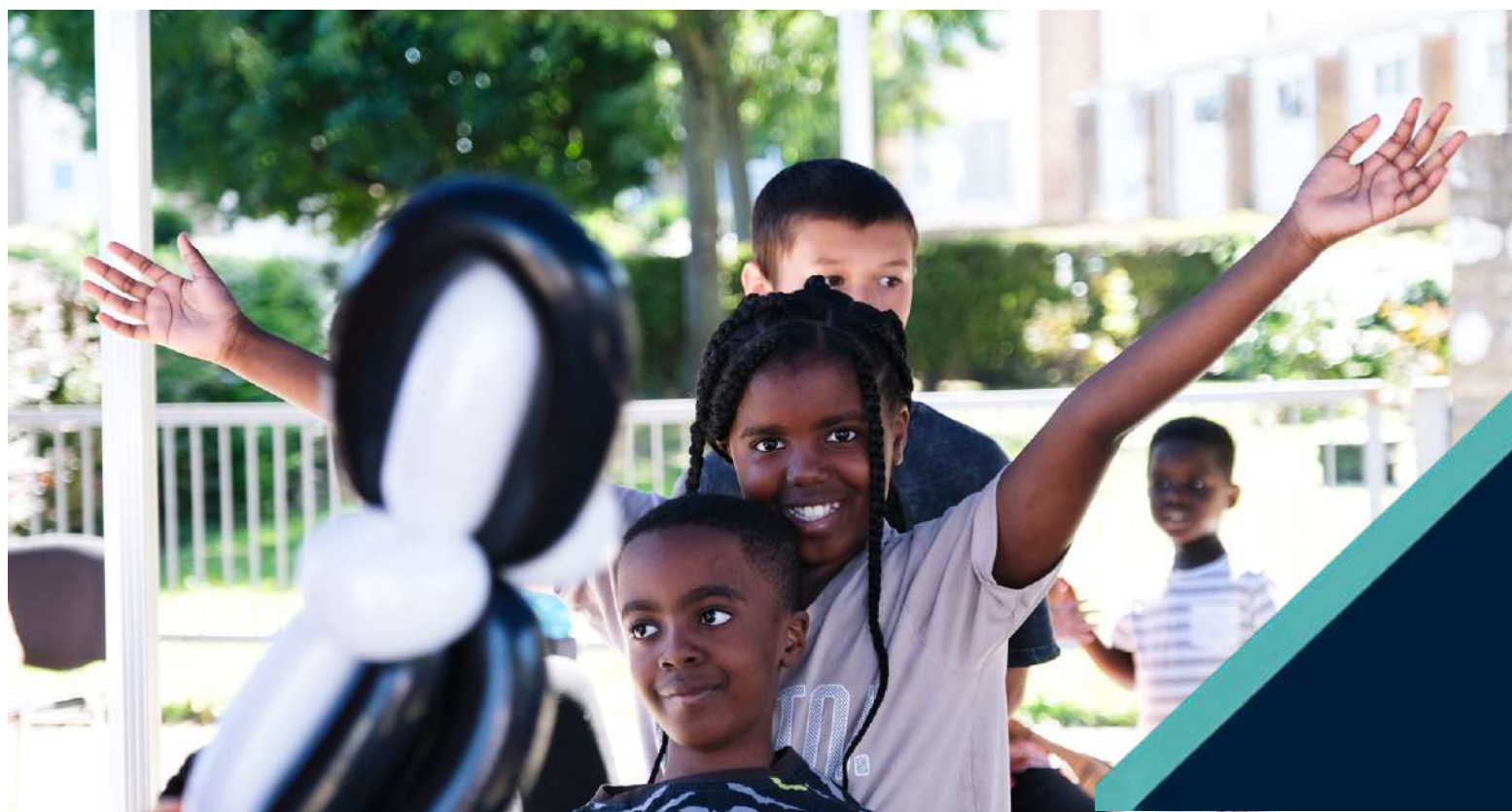
To provide, support and promote co-operative and community-led housing solutions.

Vision

We want more people to benefit from homes and communities where residents have genuine influence over the places they live.

Values

- **Unity** — We work as one team, with one reputation
- **Trust** — We strive to be reliable, fair and to act with integrity
- **Intention** — We know why we do things, we have plans and we monitor them
- **Impact** — We care about the impact that we have on others
- **Collaboration** — We achieve more when we work with others
- **Communication** — We seek understanding as a basis for win/win solutions
- **Kindness** — We are brave & honest, facing difficult issues with empathy



The Board

Our Board is responsible for setting the strategic direction of CDS, overseeing our performance and ensuring we remain true to our charitable purpose.

Like every successful Board, we bring together people with different backgrounds, experiences and perspectives. We ask questions, test ideas and make decisions collectively. We support the Executive Team while providing constructive challenge, always with the long-term interests of the organisation, our residents and the communities we work alongside in mind.

The Board also plays an important role in helping us look beyond the immediate horizon. As CDS continues to evolve, our Board will help shape how we strengthen resident influence, develop community-led approaches and build on the partnerships that enable us to have greater impact.

You'll work closely with an experienced Executive Team and fellow Board Members who value openness, respect and good discussion. We don't expect everyone to agree on every issue, but we do expect people to listen carefully, challenge thoughtfully and contribute positively.

Board Members are appointed because of the experience they bring individually. Our strength comes from how we work together.

Committees

The Board is supported by three committees, each with delegated responsibility for particular aspects of our work.

Finance, Audit & Risk Committee

Overseeing financial performance, risk management, internal controls and assurance.

Services Committee

Supporting the Board's oversight of landlord services, resident experience, health and safety, compliance and service improvement.

Board Members are expected to serve on at least one committee.

Governance & Remuneration Committees

Membership for this committee is comprised of the Senior Independent Director and the Chairs of the Board and the other committees. It provides recommendations to Board on topics like Chair and Chief Executive appraisals, Board succession planning and staff and board pay awards.

About CDS

Housing works best when people have a say.

For 50 years, CDS has been helping people create and sustain places they are proud to call home.

Today we are a charity and registered provider of social housing with a distinctive role in the housing sector. We provide quality homes, support housing co-operatives and champion community-led housing, working with residents, communities and partners to create lasting social impact.

Everything we do is guided by one simple belief: People and communities thrive when they have greater influence over the places where they live.

That belief shapes how we work with residents, how we support housing co-operatives and how we invest in the future of community-led housing.

Three ways we create impact:

01

We provide homes

As a small Registered Provider of social housing, we own and manage under 1,000 homes across London and the South East.

Our ambition is to be an exemplary landlord, continually improving services while listening to and learning from the people who live in our homes.

02

We support housing co-operatives

We help housing co-operatives remain well governed, financially resilient and true to the principles that make them successful.

03

We grow community-led housing

We work with partners to create new opportunities, share learning and increase the influence of community-led approaches across the housing sector.

Through innovation and collaboration, we want to help make community-led housing part of the mainstream housing offer.

Board Opportunities

Every member of the CDS Board plays an important role in shaping our future.

All Board Members contribute to strategic decision-making, provide constructive challenge and ensure we remain true to our charitable purpose and values.

This recruitment campaign presents an opportunity to appoint up to three new colleagues to our Board.

We are seeking:

1



Senior Independent Director

An experienced non-executive who will work closely with the Chair to support excellent governance and healthy Board relationships.

2



Chair of Services Committee

A strategic leader who will help oversee the quality, safety and effectiveness of the services we provide to residents.

3



Board Member

An experienced strategic thinker who will contribute to the overall leadership and governance of CDS.

Senior Independent Director

A role that strengthens the whole Board

The Senior Independent Director works alongside the Chair to help the Board operate at its best. It also serves as the Chair of the Governance & Remuneration Committee.

Some responsibilities are formal. Many depend on judgement, experience and relationships.

You'll support the Chair, provide an additional source of advice for the Chief Executive when appropriate, lead the Chair's appraisal and help ensure the Board continues to work openly, constructively and effectively.

It's a role that calls for sound judgement, diplomacy and the confidence to have honest conversations when needed.



You'll bring

Board-level experience

Credibility

Perspective

Excellent judgement

The ability to build consensus

An interest in helping others succeed

Leadership or previous experience of chairing a group

Experience of governance within a regulated environment would be valuable, although we recognise this can be gained across a range of sectors

Chair of the Services Committee

**Helping shape communities
with the people who live there.**

The Services Committee supports the Board by looking in greater depth at the quality of the services we provide. As Chair, you'll lead discussions about performance, resident experience, safety and continuous improvement. You'll encourage constructive challenge, help the Committee focus on what matters most and ensure residents remain central to our discussions. This role would suit someone who combines strategic thinking with a genuine interest in excellent customer service. You'll help oversee

- **Landlord services**
- **Client services**
- **Performance**
- **Resident engagement**
- **Safety and compliance**
- **Customer experience**
- **Continuous improvement**
- **Community led housing initiatives**



We're looking for someone who

- Enjoys leading discussions
- Asks thoughtful questions
- Can interpret performance information
- Is interested in how organisations learn and improve
- Understands that good services are shaped by listening to the people who use them

Board Member

Bring your experience. Help shape what comes next.

Our Board is strongest when people bring different experiences, perspectives and ideas to the conversation.

We're looking for experienced leaders who want to contribute to an organisation with a clear social purpose and ambitious plans for the future.

You may already have Board experience. You may have developed your strategic leadership through executive, professional or public service roles. Either way, you'll bring sound judgement, curiosity and a willingness to contribute.

As a Board Member, you'll help shape strategy, oversee performance and support decisions that affect our residents, the housing co-operatives we work with and the future of community-led housing.

You'll also serve on at least one committee, bringing your experience to an area where you can add particular value.



As a Board Member you'll

- **Help shape strategy**
- **Provide constructive challenge**
- **Monitor performance**
- **Support innovation**
- **Oversee risk**
- **Champion our values**
- **Help ensure CDS continues delivering positive outcomes for residents, housing co-operatives and communities**



What you'll gain

This is also an opportunity for you. You'll work alongside experienced Board colleagues and a high-performing Executive Team, deepen your understanding of housing and community-led development, contribute to an organisation with real social impact and continue developing your own governance experience.

Who We're Looking For

Bring your experience. Help shape what comes next.

We're looking for people with the judgement and experience to contribute at Board level.

You'll probably have operated in a senior leadership role and understand how organisations make strategic decisions, manage risk and balance competing priorities.

You may already have Board experience. If not, you'll be able to demonstrate that you've developed equivalent strategic skills through your career.



Our priorities for this recruitment

The Board have identified several areas where additional experience would strengthen our collective skills. These include:

- Strategic leadership
- Governance
- AI / Digital / cyber security
- Legal and regulatory matters
- Marketing and communications
- Business planning
- Customer services
- Housing sector experience/knowledge



A Board strengthened by different perspectives

Our Board makes better decisions when it draws on a wider range of experiences, backgrounds and perspectives.

We are committed to broadening the diversity of our Board because we know that better representation leads to richer discussion and stronger decision-making. It also helps ensure that our leadership better reflects the residents, communities and partners we work alongside.

As part of this recruitment, we particularly welcome applications from people from Black, Asian and other minority ethnic communities, disabled people, women and LGBTQ+ people, especially those interested in Board leadership roles. We also welcome applications from anyone whose professional or lived experience would bring new insight to our discussions.

It is our ambition to build the strongest Board we can. We believe diversity of thought, experience and background is an essential part of achieving that ambition.

If you believe you could contribute to the future of CDS, we'd encourage you to apply.

We'll make reasonable adjustments throughout the recruitment process and are committed to ensuring every candidate has a positive and inclusive experience.

Supporting you to succeed

We want every Board Member to feel confident, informed and able to make a meaningful contribution from the very beginning.

That's why we invest in induction, ongoing development and creating an environment where Board Members can continue learning throughout their term of office.



Your commitment

Board meetings – Usually four meetings annually (5-7:30pm) in person at our offices in London.

Committee meetings – Depending on your role, usually four to six virtual meetings each year.

Strategy and training sessions – Usually one strategy away day, along with periodic strategic workshops and at least two training sessions each year.

Preparation – Reading papers in advance and contributing actively to discussions.

Our Board members are expected to also serve on at least one committee. Combined, Members can expect to commit about a day a month on average to CDS business.

Please see the last page for a list of the dates for Board and committee meetings through March.

Terms are for three years with the possibility of being re-elected for a second three-year term.



What you'll receive



Comprehensive induction



Ongoing governance development



Sector updates



Access to senior leaders



Reimbursement of reasonable expenses



Annual Board appraisal and development conversations



Remuneration

Board Members receive an annual allowance in recognition of the responsibilities of the role. This is reviewed annually in line with our Board Pay Policy.

This year, the remuneration for each role is as follows:

Senior Independent Director - £3,174

Chair of Services Committee - £3,174

Board member - £2,540

Reasonable travel and associated expenses are reimbursed in accordance with CDS policy.

Recruitment Process

We are committed to building an inclusive Board that reflects the communities we serve.



Please follow this link to apply online:

<https://www.cds.coop/work-with-us-2/>

You will be asked to submit a CV and a supporting statement that is no longer than two sides of A4. Please note for which Board role you are applying. You are welcome to apply for more than one.



The closing date is Monday, 3 August at 8:00am.



Interviews will take place on **10th and 11th September** at our offices in Central London. Please note in your personal statement if you will not be able to attend either of these dates.



If screening calls are required, these will take place in early- to mid-August.



Successful applicants will be asked to attend and observe our Board meeting on **21st September** where the election of new Board members will take place.



If you have a question or would like an informal conversation about the role, please email

christina.friedenthal@cdc.coop.

Board and Committee Meeting Dates

April 2026 – March 2027



Committee	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Board			8			21			7			8
Finance, Audit & Risk		14				3		12			11	
Services		19				8		17			16	
Governance & Remuneration		20									17	

All dates shown are the day of the month on which the meeting falls. Meetings are subject to change — please confirm with the Company Secretary.