



Board member recruitment pack

ACH

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Welcome

Dear Candidate,



23 years ago, I arrived in the UK as a refugee from Somalia, and amongst a lot of goodwill I also found a system that was failing people like myself due to the lack of focus on long-term integration. This encouraged me to start ACH in 2008 to provide refugees and other vulnerable homeless people with supported accommodation, along with the training and education, necessary to help them integrate into UK society.

ACH has gone from strength to strength and I am proud of the business we have become. Our training subsidiary, Himilo, offers high-quality support for all members of the community, specialising with those who have previously faced barriers to employment. We now also work directly with employers to address their skills shortages through our unique

and tailored training programmes, leading the way in providing and delivering life-changing opportunities.

I am excited to do succession planning and bring new Board Members into our business and would like to thank you for applying for this position. The Board Member role is integral to our organisational development strategy and business sustainability, and will shape what the future of ACH looks like. I am keen to hire people who have the ability to vision and inspire, and who will make outstanding contributions to our strategic leadership and whose personal values align with our organisational values.

If you think you are the person that we should hire, I welcome your application.

Fuad Mahamed
CEO, ACH



About us

At ACH, our vision is to empower refugees and migrants who reside in the UK to lead self-sufficient and ambitious lives.

We provide tailored integration services across the West Midlands and South West that not only help individuals but also disrupt the systems that have entrenched inequalities in our society. In 2021 alone, we helped 1000+ people to achieve their personal goals and lead fulfilling lives in their new country.

By working with us at ACH, you will be supporting refugees and migrants to build a better, brighter future.



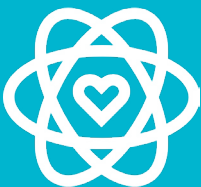
Our mission

To create spaces and opportunities for refugees and migrants to thrive by providing supported accommodation, and tailored integration services that not only help individuals, but also disrupt the systems that have entrenched inequalities in our society.



Our vision

Our vision is to empower refugees and migrants who reside in the UK to lead self-sufficient and ambitious lives.



Our values

Caring
Empowering
Integrity
Respect
Excellence

Our impact

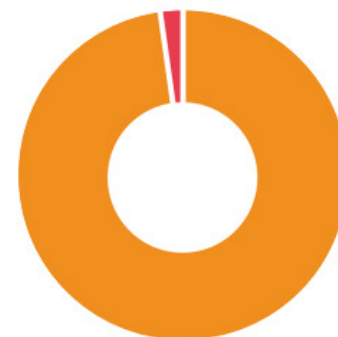
In the year 2020 – 2021

In 2021 alone, we have helped over 1000 people to achieve their personal goals and lead fulfilling lives in their new country.

Read the stories from some of the people we have supported in our impact report.

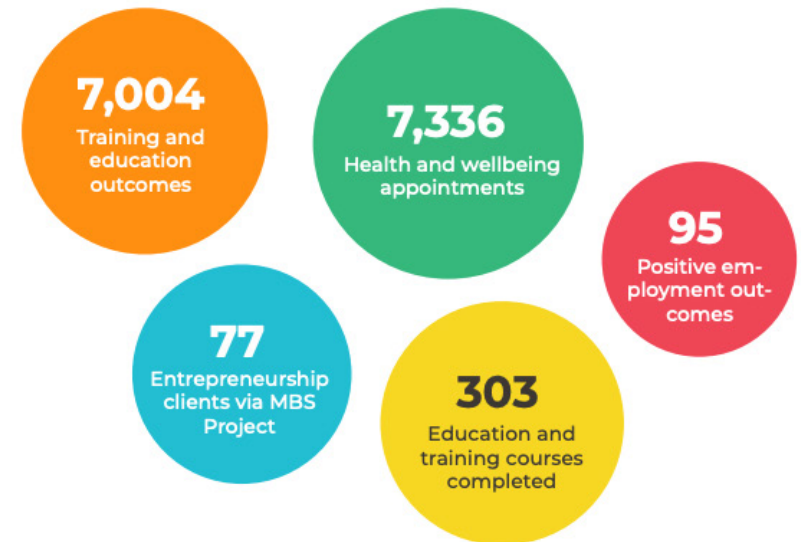
[Click me to read our impact report](#)

Founded in 2008
28,000 hours of engagement
11 family reunions
22 projects
80 staff
4 offices



98% happy with our service when they move on

2% unhappy with our service at time of move on



Business priorities 2022

Priority 1 – People First

Successful operational and strategic diversification will place new demands upon staff capacity and capability. Succession planning and recruitment into the Senior Management is key part of this business review. A systematic approach to aligning staff recruitment, development and management with ACH's values and strategic aims will ensure that high performance is achieved without detriment to our core purpose.

Priority 2 – Increase Corporate Sustainability

The current UK political environment, the impact of COVID-19 and high inflation has brought into sharp focus the need to increase sustainability across ACH and our training subsidiary, Himilo. In recent years, lease-based supported accommodation has been our main source of revenue and growth. This model is vulnerable to regional changes in supported accommodation funding and rental cost variance, and therefore diversification of our core housing model will significantly enhance sustainability.

Priority 3 – Develop & Promote the ACH Brand

ACH is no ordinary housing and support provider. Our unusually high degree of inhouse lived experience, allied with a drive to improve outcomes across all aspects of refugee integration, provides us with a capacity for research, system and delivery innovation that is unmatched in our sector. Development and promotion of the ACH brand to reflect this industry-leading position will facilitate opportunities to increase our impact upon refugee integration outcomes, policy and system change.

Business priorities 2022

Priority 4 – Enhance Organisational Competencies

In recent years ACH has grown to become a multi-site, multi-regional business, placing new demands upon our management systems and processes. In response, we have centralised key business functions and must continue to develop consistency and professional competency across the organisation.

Priority 5 – Increase Our Impact

ACH utilises 5 main routeways to realise our vision of all displaced people being successfully integrated into their host society and economy:

- Accommodation-based integration
- Community adult learning
- Research pilots/ experiments
- New service/delivery models
- Mainstream system improvements

Whilst we have achieved notable successes in each of these routeways, there remains scope to significantly increase our impact across all areas by driving improvement within overarching themes.

Governance structure

ACH Board

IFRAC
Investment, Finance,
Risk, and Audit
Committee

PEC
People Enabling
Committee

HSC
Housing Strategy
Committee

CG
Chairs Group

Himilo Training
Commercial
Subsidiary



Governance structure

ACH Board

ACH Board sets the Organisation's strategic aims and ensures that the necessary financial and human resources are in place for the Organisation to, at a minimum, serve the best interests of its members and meet its statutory objectives. The Board provides leadership of ACH within a framework of prudent and effective controls which enables risk to be assessed and managed. It also reviews management performance.

Investment, Finance, Risk and Audit Committee

IFRAC considers all matters in relation to investment of funds managed by the Organisation; ensures the finances are in order; examines current practice; confirms audit arrangements; and ensures the risk registers are updated.

People Enabling Committee

PEC supports and enables ACH's strategic theme of 'People First'. It focuses to create and maintain an environment which enables every person within ACH and its commercial subsidiary Himilo to perform to their full personal potential.

Governance structure

Chairs Group

CG aims to improve communication and ways of working between the various Chairs, Directors, SMT and CEO, whilst at the same time listening to any issues and concerns raised by the Himilo and HSC, IFRAC and PEC so that action can be taken, and if necessary, the topic or issue can be taken to the ACH and/or Himilo Boards for resolution.

Housing Strategy Committee

HSC is committed to promoting and enabling the Organisation to realise not only its vision of all displaced people being successfully integrated into their host society and economy via the provision of supported accommodation, but also the implementation of our 'Move in, Move on' strategy.

Himilo

Himilo is a commercial arm of ACH which was designed to deliver vocational training courses, careers advice, business support and employment opportunities for our tenants – and community members.





Job description

Post: Non-Executive Director
Department: Board
Reports to: The Chair of the Board
Working Hours: 4 to 10 days pa
Salary: £2000 per year
Location: South West & The Midlands

Purpose of job

- Provide appropriate oversight, governance and leadership of the Organisation in pursuit of its strategic aims
- Add value to the Organisation by contributing experience, expertise and insight
- Establishing clear objectives to deliver the agreed plans and strategy and regularly review performance against those objectives
- Ensuring the effective implementation of board of director decisions by the chief executive and the senior management team
- Ensuring the long-term sustainability of ACH and its subsidiary company Himilo
- Ensuring that financial controls and systems of risk management are robust and that the board is kept fully informed through timely and relevant information
- Promoting the highest standards of corporate governance in compliance with the Economic and Consumer Standards of the Regulator for Social Housing and the NHF Code of Governance





Key responsibilities

- To act in the best interests of the Association at all times
- To uphold and comply with the Association's codes of conduct, governance, standards, probity or similar
- To uphold and promote the core policies, purpose, values and objectives of the Association (including its commitment to equal opportunities), and to proactively develop an understanding of the Association's strategic context to facilitate this
- To comply with the Association's policies, procedures and standing orders as set and amended from time to time by the Board
- To perform duties with reasonable skill and care, ensure that the activities of the Association fall within the permitted objectives and are exercised in accordance with its powers, and use powers solely for the purpose for which they are conferred
- To contribute to and share responsibility for decisions of the Board and/or any committee from which they are from time to time a member
- To attend induction, training and performance review sessions and other such sessions or events as are reasonably required by the Association
- To prepare actively for meetings by reading papers and, where necessary, seeking clarification in advance
- To represent the Association when requested



Person specification

Experience

We are looking for individuals who possess experience in one or more of the following areas:

- Housing
- Risk and Audit
- Financial management
- Governance and compliance experience of small Housing Association
- Refugee Lived Experience. Understanding the housing, support and skills needs of newly arrived communities

As well as

- A senior track record in organisational development or strategic leadership from either an executive or non-executive role.
- An appreciation of business and community development
- Business effectiveness and transformation
- Experience of operating effectively at senior levels within an organisation, and a proven ability in influencing decision making.
- Empathy with the purpose of the social housing and/or direct experience of working in the sector with knowledge of refugees and addressing deprivation.



Skills and knowledge

- Ability and vision to lead, inspire and represent the organisation, giving a clear sense of strategic direction
- Clear understanding of the legal duties, liabilities and responsibilities of directors
- Skills and experience of presenting views with knowledge and understanding of the wider strategic context
- Clear ability to distinguish risk and opportunity
- Ability and skills to listen and allow others to make contributions, challenge in a constructive way and build consensus through persuasive discussion.
- Excellent verbal and written communication skills
- Able to read, understand and analyse both written and numerical reports presented to the Board for decision and information and to draw out points for discussion
- IT and digital literate and able to review and analyse large and complex data
- Ability to make balanced and informed decisions, analysing performance, financial and other information
- Ability to balance the social and commercial aspects of the position
- Sound financial awareness and a strong understanding of the Association's strategic context
- Able to be an ambassador for the organisation, operate effectively at all levels and committed to developing positive external relationships at the local, regional and national levels that generate confidence and respect



Behaviour

- The highest standards of ethical behaviour, and expectation of the same in others
- Genuine commitment to the Association's values, vision and mission, and role
- Positive and constructive approach to the role of the Board
- A personal commitment to self-development and learning, and diversity and inclusion
- Goal-focused, positive and resilient
- Self-managing, taking responsibility for own behaviour and development
- Committed and adaptable, and with sufficient time to undertake the role

Eligibility

You must not have a conflict or duality of interest which could jeopardise your ability to act at all times in the best interests of the Association.

Due to the nature of this post, an enhanced DBS check will be undertaken for successful applicants, but only with their prior consent.

Applicants need to have right to work in the UK to be considered for this role.





How to apply

Please send a copy of your CV and a covering letter to abdi.mohamed@ach.org.uk detailing:

1. Why you are applying for this role at ACH
2. How you meet the essential and desirable criteria for the role

We may close this role early, so please apply ASAP to avoid disappointment.

Recruitment timetable

16 September 2022

Deadline for applications

w/c 3 & 12 Oct 2022

Interviews and selection

12 December 2022

Successful candidate(s) to observe ACH

November 2022

Appointment to be approved by the Board

February 2023

Induction completed & specific training needs identified

13 March 2023

Appointed member(s) to attend first Board meeting



Find out more

Click on any of the below links to be taken to more information.

[Our history](#)

[About us](#)

[Hear from our people](#)

[Latest activity](#)

[Meet our leadership team](#)

[Our recognition](#)



2021





Thank you!

To find out more about ACH or the role advertised, please contact our Company Secretary, Abdi Mohamed - abdi.mohamed@ach.org.uk

ACH