



Sovereign
Network
Group



Board member Recruitment pack

May 2025

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Welcome from our Chair

Thank you for your interest in becoming a Resident Board Member. Our customers are at the heart of everything we do at SNG.

We know that the people who live in our homes are in the best position to help shape our services, monitor our performance and influence the work we do in our communities.

Our customers have a strong voice across our organisation and contribute to our business in a variety of ways including at Board level. That's why the role of the Resident Board Member is so important – to ensure that the voices of our residents and communities are heard at the most senior level of our organisation.

As a Resident Board Member, you'll gain new skills and abilities which may help you in other areas of your life and you'll have the opportunity to truly influence our vision and strategy and play an important role in our aspirations for the future.

If this sounds like something you'd like to take part in, you'll find more information in this pack as well as details on how to apply.

Best wishes

Paul Massara

Group Chair of Sovereign Network Group



About Sovereign Network Group

SNG (Sovereign Network Group) was formed in October 2023 through the merger of Sovereign and Network Homes.

Our purpose is to provide good, affordable homes that are the foundation for a better life – and our vision is thriving communities, over generations. We provide over 84,000 homes and invest in communities across the South, West and East of England, including London, as well as aiming to create thousands of new affordable homes every year.

Everything we earn, we reinvest so that our customers – now and in the future – have a sustainable home in a thriving community.

While our registered office is in Basingstoke, Hampshire, we have a network of regional offices, including one at The Hive in Wembley, and teams throughout our operating area. This lets us provide quality local services that are really easy to use, accessible and delivered right first time, every time by people who care.

Our locally-based teams proactively manage the customers, homes and places in their area – working with individuals, communities and local partners. They are supported by a range of centralised teams and specialist roles.

Our customers come from a range of backgrounds, with diverse life experiences and different and unique aspirations. We recognise that our customers are often more vulnerable than the general population. Vulnerability can include factors such as previously being homeless or in temporary accommodation, facing social or economic challenges or having a disability.

SNG customers continue to face a cost-of-living crisis and some struggle to balance paying their rents and service charges with other bills. We're increasingly focused on providing services that are adaptable for customers with different needs, so we are easy to do business with and we're committed to strengthening our customers' trust in us, demonstrating that we understand their changing expectations.

The number of people in need of a quality affordable home continues to grow, at the same time our ageing stock profile and the cost-of-living crisis drives a greater emphasis on improving our customers' homes.

Our financial strength, focus on scale and quality, and long-term commitment

to developing thriving communities will enable us to meet housing need, regenerate places and build on existing strengths in communities.

Our Group Board and Executive Board

Sovereign Network Group Board

The SNG Group Board is responsible for the delivery of all landlord services to our residents as well as SNG's wider corporate strategy.

The Board is made up of 10 members of whom one, currently, is an SNG resident. You can read more about the SNG Group Board [here](#)

We're looking to have up to two SNG residents sitting on our SNG Group Board.

Executive Board

The day to day management of SNG is delegated to the Chief Executive and the Executive Board. You can read more about our Executive Board [here](#)

Committees

SNG has four group wide Board led committees – Audit and Risk, Remuneration and Nominations, Treasury and Major Projects.



Key Responsibilities and Role Profile

Key Responsibilities

Strategic Direction and Leadership

- Demonstrate a clear commitment to SNG's social purpose of providing good, affordable homes as the foundation for thriving communities.
- Contribute visionary and strategic direction to the SNG Group Board, ensuring alignment with long-term organisational goals.

Relationships and Interpersonal Skills

- Create a strong and effective working relationship with fellow Board and Committee members as well as SNG's Executive Board, providing appropriate challenge and support.
- Establish and maintain productive relationships with other stakeholders (such as residents) to ensure the organisation's objectives are met collaboratively.

Person Specification

Knowledge

- Understanding of corporate governance and the operation of business within a board or committee structure. Knowledge of legislation and regulation impacting the social housing sector is desirable but not essential.

Experience

- Leadership experience in a formal setting, such as school governorship, PTA membership, acting as a trustee for a local charity.
- Proven ability to understand, analyse, and critically evaluate complex information, reaching logical, evidence-based conclusions.

Skills

- Effective at building relationships with a variety of stakeholders promoting collaboration and shared purpose.
- Strong ability to see the bigger picture, balancing commercial and social priorities while making balanced, informed judgements.
- Ability to challenge and probe in a constructive way through shared accountability and diversity of thought.

Key Responsibilities and Role Profile

- Skilled at balancing being a critical friend and building strong relationships, ensuring accountability and support coexist.
- Collaborative team player, valuing and recognising different perspectives and expertise.

Behaviours

- Embodies and is able to demonstrate a commitment to the organisation's culture and values: Play your part, Lead by example, Always take action, Committed to customer and Everyone matters .
- Demonstrates passion and drive for generating social value and improving lives through affordable housing and community building.
- Is politically and economically aware, with experience navigating external changes and adjusting plans accordingly.
- Has strong communication skills with an ability to persuade others with reasoned arguments.
- Comfortable with making difficult decisions and having challenging conversations, always seeking positive outcomes.

- Encourages a culture of transparency, openness, and inclusivity.
- Demonstrates self-awareness, seeking feedback and acting on it.
- Acts as an effective ambassador for SNG, sharing the organisation's purpose and achievements positively.

Additional Information

All non-executives at SNG are expected to:

- Attend the agreed programme of meetings and events each year.
- Avoid conflicts of interest, including working with or being involved in organisations that might conflict with SNG's goals.
- Undertake an annual appraisal and participate in ongoing training as required.
- Be committed to [SNG's approach to Equality, Diversity and Inclusion.](#)

How to Apply

Sovereign Network Group Board

If you would like to apply for the position, please submit your CV along with a covering letter outlining your suitability for the role to company.secretary@sng.org.uk

- Your CV should provide details of previous employment and positions held as well as details of qualifications and/or any training undertaken in the past 3 years. Proof of qualifications and references from previous employers may be requested.
- Your covering letter should be approximately 500 words and describe:
 - why you've chosen to apply for the role
 - the skills and experience you will bring to the Board. You'll find a description of the skills and experience required in the Key Responsibilities and Role Profile section of the recruitment pack.

For any questions about the role or for an informal, confidential discussion, please email company.secretary@sng.org.uk

The closing date for applications is 5pm on Wednesday, 11 June 2025.

If you're successful, you'll be invited to attend a Board meeting on 10 July 2025 as an observer. Your first meeting as an appointed Board member will be on 18 September 2025.



Frequently Asked Questions

Q: Who are you looking for?

A: We're looking to recruit up to two SNG residents who will act as non-executive Board members. Ideally, the two successful candidates will be from different parts of SNG's geography. The abilities, skills and experience needed to be successful in your application are set out in the Key Responsibilities and Role Profile section of this pack.

You don't need to have experience or qualifications in all the areas mentioned but any relevant experience you do have will help to support your application. We're also able to provide training and ongoing development support to new Board members, for example in understanding financial information or how the regulation of the social housing sector works.

Q: What will be expected from me as a Resident Board Member?

A: We involve our residents in decision making at all levels of SNG. However, resident Board Members have a unique opportunity to communicate the perspective of residents at the most senior level of SNG. Board Members use their skills, knowledge and experience to help the Board make the right decisions for residents.

Q: Who will I work with?

A: As a Board Member, you'll work with and be accountable to a variety of stakeholders, including current and potential residents, people in our communities, funders, the Regulator of Social Housing and the Financial Conduct Authority. You'll also work closely with the SNG Executive Board, fellow Board Members and the SNG Group Chair.

Frequently Asked Questions

Q: What will I be responsible for?

- Setting our vision and strategic direction
- Ensuring we're accountable to residents and customers, investors and the Regulator of Social Housing
- Providing constructive challenge to the Executive Board
- Ensuring we meet legal, governance and ethical best practice
- Keeping us on track – evaluating opportunities and risks and monitoring performance against targets
- Reviewing finances including approving our annual budgets and financial statements and ensuring money is invested in the right places
- Acting as an ambassador and representing SNG at colleague and external events

When you make your application, you should include any experience or special skills you have relating to these kinds of activities. This might include experience acting as a school governor or as a trustee for a local charity or courses you might have taken or qualifications you might hold.

Q: How much of my time will it take up?

A: This is a part-time role, and you'll need to commit one or two days a month to attend board meetings and other events. There may be periods where additional time commitment is required to meet the demands of the role. You'll also need to put time aside to prepare for each meeting by reading reports, considering decisions and information for discussion.

Some of our meetings are held virtually and we provide our Board Members with equipment to enable them to do that. Most of our Board meetings are held in person though, either at Sovereign House in Basingstoke or at The Hive in Wembley or, occasionally at other off site venues. We can also help make other arrangements to help you carry out your meeting attendance and preparation duties.

Frequently Asked Questions

Q: Will I be paid?

A: Yes, this is a paid role with an annual salary of £24,000 and we'll help with any necessary expenses such as travel. This could affect any benefits you're eligible to receive and you may want to take independent advice on this.

Q: Is there training available?

A: Yes, you'll be given training and ongoing support, so you can succeed in the role. You'll also be able to attend courses or events that may help you in your role. Board and Committee member colleagues will also be able to offer advice and support and answer any questions you may have.

If you're successful, you'll receive an induction schedule setting out introductory meetings and training.

Q: Who can apply?

A: SNG social housing residents or shared owners aged 18 or over. We're committed to promoting equality, diversity and inclusion within the organisation and in the communities we serve. Having a diverse Board with members from all backgrounds will help us to make better decisions. That's why we encourage residents from all ages and cultural backgrounds to apply. You don't necessarily need experience on another Board to apply, but you'll need to demonstrate that you have the right skills or can develop them with our support.

Frequently Asked Questions

Q: Is there anything else I need to know?

A: We're looking for an SNG social housing or shared owner resident who isn't a leaseholder.

The Board has responsibilities in many areas, including financial performance, operational services, customer satisfaction, digital, data and development. Ideally, we're looking for candidates with experience in one or more of these areas.

Board Members shouldn't be closely associated with, or work for any company, firm or practice that also works with, or for, SNG (for example, an SNG supplier or contractor). If you're appointed, you'll be asked to complete a declaration of interest form for our records. However, if you do have an interest to declare, please let us know at interview stage so that we're aware of any potential conflicts.

There are some circumstances where individuals may not become a member of the Board. During the application process, we'll ask applicants to confirm that:

(i) They're not considered to be in breach of their tenancy (including rent arrears), or subject to a possession order or antisocial behaviour order or injunction.

(ii) They're not bankrupt or subject to an agreement with their creditors or disqualified from being a director of a company, a Board Member of another registered charity, or a charity trustee for any reason.

(iii) They have not been convicted of an indictable offence which is not, or cannot be, spent.

If you're not sure if any of these apply to you, please ask us when you make your application.

