



## **ROLE DESCRIPTION**

### **Non-Executive Director – Aequus Group**

#### **Overview:**

As a Non-Executive Director of the Aequus Group (AGHL, ADL and ACL), the post holder will provide strategic leadership and guidance to the Board of Directors to ensure that the company achieves its objectives and meets its obligations to shareholders and stakeholders. The candidate should have a proven track record of successful leadership in a relevant sector, as well as strong communication and collaboration skills.

As a local authority-controlled company, it is important for Aequus Group to prioritise the objectives set by our Shareholder and provide efficient and effective services. We aim to be transparent, accountable, and responsive to the needs and concerns of our stakeholders. We value innovation and strive to find new and better ways to deliver our objectives while remaining fiscally responsible. Our aim is to provide quality homes to meet local housing needs.

This particular NED role will help provide independent, strategic oversight and constructive challenge to the executive team and Board on all matters relating to housing and property development, ensuring the organisation's long-term sustainability, financial viability, and successful delivery of homes and regeneration projects aligns with the approved Business Plan objectives.

#### **Key Responsibilities:**

- i. Provide effective contribution to the Board of Directors, ensuring that it fulfils its responsibilities for the direction and oversight of the group of companies.
- ii. Build and maintain strong relationships with stakeholders, including the Shareholder, partners, officials, customers, and suppliers.
- iii. Ensure that the company carries out its mission and aims effectively and efficiently.
- iv. Monitor the performance of the Executive Directors to ensure that company objectives are being met.
- v. Consider and improve policies and procedures to ensure that the company complies with legal and regulatory requirements.
- vi. Ensure that ethical standards are maintained throughout the company.
- vii. Facilitate the development of business strategies and plans that support the company's short and long-term objectives.
- viii. Ensure that the company provides quality, housing solutions in line with the housing needs identified by our relevant local authority partners.

**Requirements:**

- i. Proven experience as a Non-Executive Director or similar leadership role in a relevant industry or organisation.
- ii. Significant senior-level experience in housing development including land assembly planning, design, construction, project management, and asset management.
- iii. An in-depth knowledge of the market and/or affordable housing sector, its regulatory environment, market trends, and economic drivers.
- iv. A proven ability to step back from day-to-day operations and take a long-term, strategic view, identifying new opportunities and challenges in the development landscape.
- v. Strong leadership, communication, and collaboration skills to engage effectively with a diverse range of stakeholders with the ability to create an inclusive environment where all members feel valued and heard.
- vi. Experience in developing and implementing business strategies and plans.
- vii. Strong financial literacy, comfortable interpreting complex financial statements, models, budgets and investment plans.
- viii. Demonstrated ability to build and maintain strong relationships with stakeholders, including government officials and investors.
- ix. Strong commitment to ethical practices and social responsibility.
- x. The ideal candidate should possess strong collaboration and communication skills to engage effectively with a diverse range of stakeholders with the ability to create an inclusive environment where all members feel valued and heard.
- xi. Ability to uphold high standards of corporate governance, transparency, and ethical conduct, ensuring the organisation complies with all relevant housing and property regulations.
- xii. Good IT skills, particularly using Microsoft office suite.

**Time Commitment & Location**

Requirement to attend 4-6 Board meetings a year and a Sub-Committee Meetings either Remuneration Committee or Audit & Risk Committee.

Must be available to travel to Aequis Offices for face-to-face Board Meetings and as required for other business meetings.

A knowledge of the Bath & North East Somerset area is desirable.