



BOARD MEMBER RECRUITMENT PACK

Join our board & help shape communities across the Scottish Borders

OUR VISION

We will treat everyone fairly and with dignity, meeting the diverse needs of tenants and other stakeholders.

OUR STRATEGIC OBJECTIVES

Great Customer Service

Delivering quality services for tenants and communities

Great Place to Work

Ensuring our teams are skilled, motivated and able to deliver high quality services consistently

Making a Great and Sustainable Community Contribution

Supporting the wider community and creating lasting impact

OUR VALUES

Equality

We will treat everyone fairly and with dignity, meeting the diverse needs of tenants and other stakeholders.

Excellence

We will work in partnership to deliver high quality service, that deliver value for money and will strive to always be open and accountable.

Engagement

We will listen and communicate effectively with tenants, staff and stakeholders, sharing information and responding to their needs.



Welcome to Waverley Housing

Thank you for your interest in joining our Board. Waverley Housing is a values-led housing organisation with deep roots in the Scottish Borders.

We work across a large, predominantly rural, area where housing challenges are often very different compared to those in urban settings. Our 1,450+ homes are spread across towns, villages and small settlements, with most of our tenants calling Hawick, Galashiels, Jedburgh or Kelso home. This rural geography shapes everything we do, from how we invest resources and support our tenants to how we help communities thrive.



Alongside our landlord role, we provide factoring services to around 470 homeowners living in neighbourhoods where we manage homes. Delivered on a cost-recovery basis, these services play an important part in ensuring our communities remain safe, well-cared-for places where people are proud to live.

At the heart of everything we do is a commitment to providing good-quality, affordable homes and to helping to build sustainable rural communities now and in the future.

We are looking for Board Members who share our passion and who reflect the diversity of the communities we serve. If you would like to get involved and believe that you can offer some of the skills and experience we're seeking, we would really like to hear from you.



Ronnie Dummer
CHAIR

Why join us?

Housing is a major national concern. Across Scotland the declaration of a housing emergency reflects deep-rooted pressures, from rising demand and limited supply to ageing homes, financial strain on tenants, and an increasingly complex regulatory and operating environment.

Those challenges are felt even more acutely in rural communities like the Scottish Borders. Limited housing supply, higher construction and maintenance costs, geographic dispersion and an ageing population combine to create a distinct local housing emergency, requiring bespoke solutions.

Waverley Housing sits at the intersection of these national and local challenges, and this is your chance to help us address them.

We are a well-established, community-focused organisation with a strong asset base, committed staff and a clear social purpose. We're operating in a fast-paced environment that demands thoughtful governance, strategic foresight and confident decision-making.

It's a particularly exciting time to get involved with us as we embark on our new three-year business plan which sets out an ambitious modernisation drive, a sharp focus on meeting customers' needs, and a firm commitment to delivering value for money and investing in our people.





Joining our Board offers the opportunity to:

- Make a tangible difference to people's lives by shaping the delivery of safe, affordable homes and services in rural communities.
- Influence how a values-led organisation responds to the national housing emergency while addressing the unique housing challenges of the Scottish Borders.
- Provide strategic oversight and challenge as we balance investment, affordability, sustainability and regulatory expectations.
- Support innovation and long-term resilience, ensuring the organisation remains financially strong and relevant.
- Put your experience, skills and knowledge into practice and grow them further.
- Collaborate with others who are committed to making a positive impact on people's lives across the Scottish Borders.

We are seeking Board members who are motivated by public service, who value strong governance, and who would like to share their skills and experience at a time when housing, and the role of Registered Social Landlords, is of paramount importance.

Our people

Waverley Housing is led day-to-day by an experienced Leadership Team, comprising the Chief Executive, Depute Chief Executive and Assistant Directors covering Housing, Property & Assets, Finance & IT and Governance.

We employ approximately 55 staff members, combining professional expertise with a strong understanding of our communities. We're proud to have an in-house trades team, who deliver responsive repairs, major works, estate services and void refurbishments. This enables us to maintain quality, control costs and respond quickly to tenants' needs.

Our people are united by a shared commitment: delivering safe, good-quality homes, strong customer service and positive outcomes for the communities we serve.



Board Members and staff visiting one of our estates in Kelso

What's involved?

As a Board Member you would:

- Set our strategic direction
- Ensure we meet standards set by the Scottish Housing Regulator and all legal and compliance requirements
- Keep our financial health strong and sustainable
- Put tenants' voices at the heart of our decision-making processes

You would hold office for a period of three years, at any one time, and would be eligible to seek re-election should you wish to.

Our Board Members meet six times a year in addition to a Summer Engagement Event and an annual Strategy Day. Board Members are welcome to attend meetings in-person or to join online. We also offer up to four Board Member training sessions per year.

The Board is supported by, and delegates some areas of business, to an Audit and Internal Control Committee (AICC) which oversees the internal and external audit functions. The AICC meets four times a year.

How to apply

Please send your CV and a short cover letter outlining how you meet the **skills, knowledge and qualities outlined here** to our Executive Support Officer, June Wilson: June.Wilson@waverley-housing.co.uk.

If you would like to find out more about this opportunity before applying, our Chief Executive, Paul Scott, would welcome the opportunity to speak to you. To arrange a call with Paul, please contact June using the email address above or call us on 01450 364200.

