

Opportunity to become a Non Executive Board Member

Information pack for candidates



Dear Potential Candidate,

Thank you for your interest in becoming a non-executive member of the Radian Group Board! Recently I was in a similar position when I applied for the nationally advertised role of Chairman, so I can offer you my first impressions.

Radian is a significant business group with major property assets and services covering a large part of Central Southern England. Its purpose is to provide good quality homes, at affordable cost, and a high standard of personal care to those with particular needs.

We have a strong reputation – in the housing industry and with our residents -- for doing our job well. This is thanks to the skill and commitment of our staff, the support of our Board, and to putting residents' interests at the centre of what we do.

With all the pressures on public and commercial funding you will be glad to know that the Group has strong finances and borrowing capability. Taken with our wide range of effective partnerships it means that we are well-placed to meet the current challenges in our sector, and to develop 500+ new homes per year over the next 4 years.

Becoming a Radian board member provides the opportunity to add to this success and to make a real difference to peoples' lives and communities. It also provides valuable experience and the chance for personal development that will enhance your own standing and your potential for other roles.

I hope that you will consider putting yourself forward for this exciting opportunity.

Yours sincerely,



Richard Hastilow CBE

Chair of Radian Group

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Welcome to Radian

We are one of the largest providers of housing and care services working in the south of England. Our mission is to deliver excellent local housing combined with a range of care and support services.

Organisational overview and history

Radian was formed in 2006 following the successful merger of three organisations. The founding members of the Group were Drum Housing Association, Parkside Group and Oriel Group. Parkside Group included Longwood Park and Turnstone Support Limited.

We have a portfolio of over 17,000 homes and provide specialist support services for over 300 people, located across the local authority areas of Berkshire, Buckinghamshire, Dorset, Hampshire, Surrey, Sussex and Wiltshire.

Radian's operational area with office locations



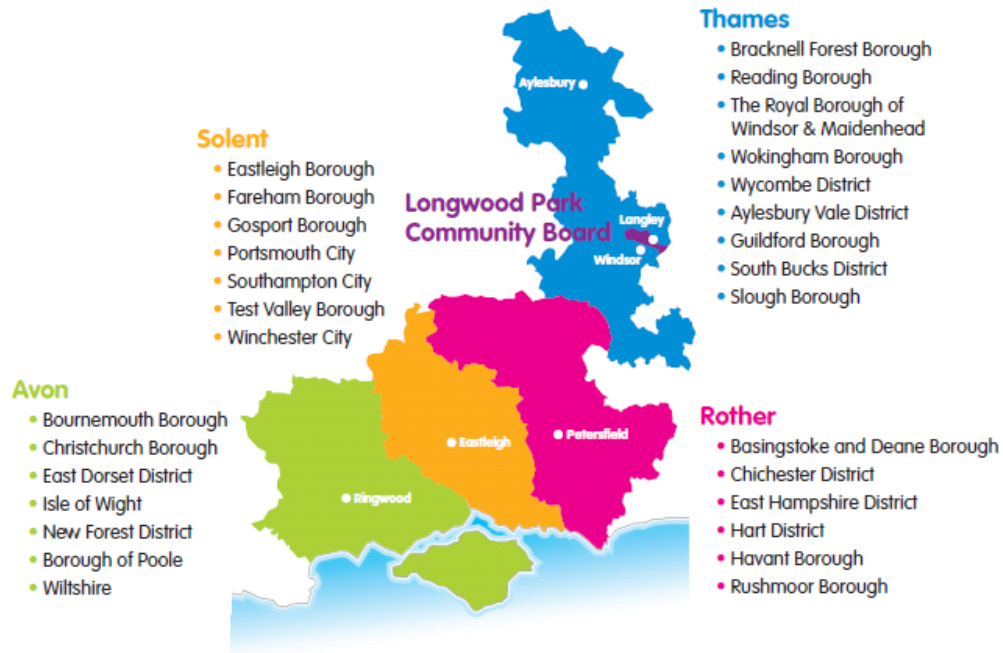


Our vision

Everything that Radian achieves is through people and for people. This is why we have carefully developed our vision '**Radian - where people flourish**' to reflect how we aim to be seen by our residents, the people we care for, the communities we serve and our employees.

We believe that residents should be at the heart of everything we do. Through our four Area Panels and the Longwood Park Community Board residents influence the style, range and quality of services provided to them and set local priorities and standards.

The Area Panels



Radian is developing new homes and communities throughout the area we work in. We have a high focus on building energy efficient homes. Shown below are pictures ‘before’ and ‘after’ of a re-development in Petersfield where we replaced post war concrete houses with new energy saving homes.

Before



After



Role Description

As a non executive board member of Radian you will work alongside 2 Board members who are residents and 8 other non executive members, including the Chairman, to bring independent and objective judgment to bear on issues of strategy, performance and resources.

The role of a non executive Board member is to:

- Constructively challenge and contribute to the development of strategy using skills and knowledge from their areas of expertise.
- Scrutinise the performance of management in meeting organisational objectives and to monitor performance and service quality
- Satisfy themselves that financial information is accurate and that appropriate systems and controls are in place to meet statutory and regulatory requirements.
- Ensure that the board acts in the best interests of our residents and other stakeholders

Person Specification

The Radian Group is looking for an outstanding individual, who will have a commitment to the social housing and care sectors and the skills to complement those of other Board members.

Candidates should be qualified quantity surveyors or other property/construction professionals with particular expertise in at least two of the following areas:

- Procurement of developments, including costing disciplines
- Project management
- Refurbishment of property
- Asset management
- Management of development risk
- Maintenance of property – planned, cyclical and responsive
- Ability to act as sponsoring Board Member for the Director of Technical Services

In addition to the criteria outlined above all candidates interviewed will need to show that they have the competencies required to be effective as a non executive board member. These are:

Strategic thinking: you should be able to look ahead and work with others to develop practical but ambitious plans to deliver Radian's strategic objectives

Self belief: you should enjoy a challenge and be prepared to stand up for your views, be enthusiastic about improvement and believe change is possible, and be able to think clearly and creatively

A resident and community focus: you should ensure that residents', service users' and the wider community's expectations, needs and concerns are heard in the decision making process

Team working ability: you should be able to build constructive relationships, work effectively in a team of people and share corporate responsibility for the decisions of the board.

Influencing and communication skills: you should be able to listen and communicate effectively and be able to represent the Radian Group and its work.

Time Commitment and Remuneration

The typical time commitment expected of a Board member is one to two days per month. The majority of our Board members have other roles and activities and find that as meetings and events are planned well in advance it is possible to combine this role with career and family responsibilities. Meetings are usually held in the later afternoon and early evening, typically lasting around two hours and rotate around all the office locations.

Board members are involved in activities that include the following:

- 6-8 Combined Board meetings per year
- 1-2 Board away days/assemblies per year
- 4-8 Committee meetings per year
- Other projects: perhaps 6-10 meetings per year
- External representation at events or conferences
- Personal development including training events/courses
- Preparation for meetings and dealing with business electronically

In addition to these activities, there may be other incidental meetings and time spent on dealing with general matters and preparation.

Remuneration is £5640 per annum, subject to tax and National Insurance deductions.

Non executive Board members are also eligible to claim allowances for travel, subsistence, and child care/carer costs necessarily incurred on Radian business.

Term of office

The initial appointment will be for a period of three years. Appointments are renewable up to a maximum cumulative term of office of nine consecutive years.

Application Process

The closing date for applications is midday on 13th June 2011

Short listing will take place during week commencing 20th June 2011

Interviews will be held on 5th July 2011 in Petersfield, Hampshire.

Recommendation to the Radian Board 29th July 2011

Appointment commences 1st September 2011

The selection panel will be made up of two Board members, Margaret Scott (Panel Chair) and Peter Coleman, together with the Chair of Radian, Richard Hastilow. Peter Evans, Director of Technical Services will take part in the interviews, but not in the decision-making process.

How to respond

Please submit a two page letter outlining your interest in this role and describing how you meet the criteria in the person specification, together with a copy of your current curriculum vitae.

In addition, please complete and return with your application the declarations of interest form, specifying any relevant interests or factors which would impact on your role as a non executive Board member.

You are also invited to complete the diversity form.

Please also provide details of two referees, including name, address, position, and contact telephone number and email address.

Applications should be submitted to our special recruitment inbox: governance@radian.co.uk or posted to Beverley Sandal, Governance Manager, c/o Drum Housing Association Limited, The Spain, Petersfield, Hampshire, GU32 3NG.

Please mark your email or envelope “Board Member Vacancy”.