



Trainee Board Member

Recruitment Pack



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“I’m so proud to be part of an organisation that is genuinely committed to making a difference in the communities we operate in.”

Welcome to Cobalt Housing

We're really proud to be launching this opportunity. At Cobalt, great governance comes from having a mix of perspectives and experience around the table, alongside a shared commitment to our values and the communities we serve. That's why we are working in partnership with Housing Diversity Network to open the door to people who might not ordinarily see themselves around a Board table, but absolutely should be there.

As a Board Trainee, you'll get real insight into how big decisions are made and how a complex, values-driven organisation like ours operates. You'll gain support, mentoring and structured development through the HDN programme, and you'll work closely with Board Members and senior leaders who genuinely want to help you grow. Most importantly, you'll bring your own voice and perspective to strengthen the way we serve our customers.

Our Corporate Plan is shaped around four clear priorities that guide investment in our existing homes, the delivery of new affordable housing, the adoption of new technology and systems, and the continued development of our in-house repairs service.

The Board plays a critical role in overseeing these priorities and helping to shape the future direction of our organisation. As a Trainee Board Member, you'll have the opportunity to contribute to these discussions while developing your skills and broadening your experience.

Our customers are at the heart of everything we do. We manage around 6,000 homes and operate within diverse neighbourhoods across our area. As the majority landlord locally, we play a significant role in economic development, neighbourhood improvement and community regeneration. We listen to our customers and use their insight and feedback to shape both our strategy and our services.

Joining our Board as a Trainee Board Member means working collaboratively with fellow Board Members and the Executive Team to make a meaningful difference for our customers, colleagues and communities. It's an opportunity to apply your skills and experience in a way that supports social purpose and positive change.

We are committed to building a diverse and inclusive Board and actively welcome applications from people of all ages, ethnicities and life experiences. We believe diverse perspectives strengthen our governance, enhance decision making and help us better reflect the communities we serve.

We look forward to receiving your application and hearing how you could contribute to the future success of Cobalt Housing.

Claire Griffiths
Chief Executive
Cobalt Housing



About us

We manage around **6,000 social rent homes in Croxteth, Norris Green, Fazakerley and Sparrow Hall** and are expanding our footprint into new neighbourhoods including Widnes and St Helens, growing our tenure offer to include homes for shared ownership, Rent to Buy and affordable rent.

We understand the importance of community and place and are ambitious and determined to ensure our significant investment and commitment to our neighbourhoods delivers improved outcomes for customers.

We will continue to support the most vulnerable members of our communities and be a valued and long-term partner in the Liverpool City Region.

We will work to ensure the benefits of our investment is clear and ensure we provide the right support that our communities need and value.



Our purpose

Everyone deserves somewhere to call home, a place to make their own, feel safe and secure, and set down firm foundations. The right home will help people to live well, realise their potential and achieve the things that are important to them.

Our mission

By providing quality places to live, and support to those who need it, we play our part in developing thriving communities where people are proud to live and can be their best.



INVESTORS IN PEOPLE®
We invest in people Silver

Our values

Our values define who we are. They support us to achieve our vision and deliver our priorities.

Our values run through our culture and behaviours, how we treat each other and our customers. They are integral to every decision we make.



We take Responsibility

We do the right thing, not the easy thing

- We take ownership
- We listen and ask questions
- We take action without waiting to be asked
- We see things through



We put People First

We deliver a first-class customer service and empower our colleagues

- We value open, honest and effective communication
- We trust each other and our customers trust us to do the right thing
- We keep our people safe
- We are inclusive and our culture ensures people feel respected, appreciated and valued



We are Better Together

From our colleagues to our customers, stakeholders and communities, we achieve more when we work together

- We don't work in isolation
- We value collaboration
- We build strong partnerships
- We are ambitious for our communities



We Move Forward

We are curious and seek ways to continually improve

- We are adaptable and embrace change to make a positive impact
- We value and act upon feedback
- We encourage innovation
- We keep learning

About the role

Cobalt Housing is seeking to appoint two Trainee Board Members.

This is an exciting opportunity to join a values led organisation at a pivotal time, helping to shape our strategic direction and support the long term success of Cobalt Housing.

As a Trainee Board Member you will work collaboratively with fellow Board members to help ensure the effective delivery of our Corporate Plan, which is driven by four core priorities focused on investing in existing homes, delivering new housing, embracing technology and strengthening our in house repairs service.

Our customers are central to everything we do, and Board members are expected to maintain a strong focus on customer outcomes, listening to feedback and ensuring that customer insight informs our strategy and decision making.

This is a unique opportunity to gain first-hand of leadership, governance and strategic decision-making within a successful housing association.

As a Board Trainee, you'll:

- Attend Board and Committee meetings
- Learn how strategic decisions are made
- Gain insight into corporate governance, risk and assurance
- Develop your confidence, leadership and influencing skills
- Receive dedicated training, mentoring and support
- Build valuable experience that could support future Board or leadership roles

You'll gain a deeper understanding of social housing, our customers and communities as well as the challenges and opportunities that shape our work.

What will you learn?

You will develop knowledge and experience in:

- Corporate governance and Board responsibilities
- Strategic leadership and decision-making
- Risk management and organisational assurance
- Customer-focused services and community impact
- The social housing sector and its future challenges
- Cobalt Housing's ambitions, priorities and long-term vision

Above all, we are looking for individuals who share our vision and values, are committed to strong governance and accountability, and are motivated by the opportunity to make a meaningful difference to customers, communities and colleagues, now and in the future.

Key terms

Salary

£2,000 per annum.

Contract type

2 Year development programme in partnership with **Housing Diversity Network**.

Location

Cobalt Housing
199 Lower House Lane
Liverpool
L11 2SF

Working hours

The time commitment for the role equates to approximately one day per month.

How to apply

For an informal discussion or further information, please contact:

Alison Fearn

alison.fearn@cobalthousing.org.uk

Annette Brandwood

annette.brandwood@cobalthousing.org.uk

We look forward to receiving your application.

Experience

No experience is necessary.

We welcome applications from people from all backgrounds and experiences. We're particularly interested in individuals who:

- Are passionate about supporting people and communities
- Are keen to learn and develop their skills
- Bring fresh perspectives and diverse experiences
- Can think strategically and ask thoughtful questions
- Are willing to challenge constructively and contribute positively
- Share our commitment to integrity, collaboration, inclusion and continuous improvement

No matter your background, if you're motivated to learn and want to make a meaningful contribution, we'd love to hear from you.



199 Lower House Lane
Liverpool
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0330 303 2222
www.cobalthousing.org.uk



Cobalt
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