



Loreburn  
Housing Association

# Management Committee Recruitment

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**Creating Great Places to Live**  
Our vision for 2019 - 2024





# 5 Year Strategic Plan

## Our Vision 2019 - 2024



**Where we started...**

**MC Member Skills Analysis**

**MC Member Appraisals**

**Succession Plan**



**Identified Skills Gaps**



## Identified Skills Gaps

- Construction & Design
- Tenant Representation

## Demographical Gaps

- Under-represented groups
- Younger people
- Representation from West of region



# Concerns

- Lack of interest
- How to reach out to people with the skills we were looking for
- Conflicts of Interest
- Launching targeted recruitment whilst ensuring an open process





## Advertising Aims

- Informal and welcoming tone
- Reduce Bureaucracy
- Reach as many people as possible

## Where we advertised...

SFHA, Scottish Housing News, local press, D&G What's Going On, Website, Twitter, Facebook



## Response

- 7 calls of interest
- 6 statements submitted

## Experience Highlighted

Architecture, tenant representation ,project management, procurement, design, extra care housing, community involvement, energy efficiency.



## Selection Process

- Meet with convener & office bearers
- Find out more about LHA, the role and expectations of MC
- Explore whether this is the best opportunity for both parties





## Outcome

3 applicants recommended to MC

1X Architect

1X Interior Designer & Chartered Architect

1X Tenant with particular interest in extra care housing

MC Supported the recommendations



## Learnings

- Don't assume that there aren't people out there
- Timing is everything
- Under-represented Groups



## **Exciting times ahead...**

**Through an effective appraisal and succession planning approach, and targeted recruitment, we believe we have a fantastic group of people with an excellent mix of complementary skills and experiences to drive forward the ambitions of our new strategic plan.**