

Introduction

SFHA is the voice of Scotland's housing associations and co-operatives.

Our Board Directors play a vital role in making sure that SFHA achieves its core purpose to represent, support and connect our members. SFHA is the voice of Scotland's housing associations and co-operatives. Housing associations and co-operatives provide safe, warm, affordable rented homes for life. Our members work with partners and tenants to create thriving communities by building the best homes for affordable rent in Scotland, maintaining them to an excellent standard, contributing to local communities and supporting their tenants.

Looking after the organisation's financial health, overseeing its activities and developing the organisation's aims, objectives and goals are central to the role. Just as importantly, our Board Directors support and constructively challenge the Chief Executive and leadership team to enable SFHA to grow and thrive.

Overall Board Directors are expected to ensure that all of our activities comply with our legal and regulatory requirements and align with SFHA's Articles. All members of the Board have collective responsibilities and obligations to act as a group. Board Directors also have individual responsibilities, and we will provide training to Board Directors to understand and carry out these requirements. Training will be provided to support new Board Directors into the role.

Principle Responsibilities

Promoting and developing the organisation to the benefit of its members and the wider social housing landscape.

- Contributing actively to the Board of Directors' role in giving strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- Ensuring the organisation complies with legislative and regulatory requirements, and acts within the confines of its governing document.
- Acting in the best interest of the organisation at all times.
- Maintaining sound financial management and control of the organisation's resources, ensuring the organisation applies its resources exclusively in pursuance of its objects.
- Ensuring that key risks are being identified, monitored and controlled effectively.

Role Description for Board Directors

Scottish Federation of Housing Associations



- Ensuring an effective and appropriate system is in place for the recruitment, appointment and monitoring of the work and activities of the Chief Executive and, where appropriate, other members of the senior management team.
- Ensuring the effective and efficient administration of the organisation and its resources, striving for best practice in good governance.
- Maintaining absolute confidentiality about all aspects of the Board Directors business.
- Applying a duty of care to staff.

In addition to the above, each Board Director is encouraged to use any specific skills, knowledge or experience they have, to help the Board Directors reach sound decisions.

This may involve scrutinising board papers, leading discussions, focussing on key issues, joining sub committees of the Board, supporting the senior team as appropriate, providing advice and guidance on new initiatives or other issues in which the Board Director has special expertise.

Accountable to:

The Board is responsible and liable for the governance and functioning of the organisation. They are accountable to a variety of stakeholders, including SFHA members, commercial partners and associates, Scottish Housing Regulator, Companies House and Scottish Government.

As SFHA is a company limited by guarantee all Board Directors are listed with Companies House as legal directors.

Person Specification

Board Directors should be:

- Committed to the aims of the organisation.
- Willing and able to devote the necessary time and effort.
- Able to think strategically and creatively.
- Willing to speak their mind in a respectful and constructive manner.
- Clear on the legal duties, responsibilities and liabilities of being a Board Director.
- Able to work effectively and collaboratively as a team member.
- Committed to the values of SFHA: Professional, Agile, Collaborative and Empathetic

Integrity – Post holders must be committed to upholding the highest standards of governance and ethical leadership.

Objectivity – Board Directors must demonstrate objectivity, making decisions in the best interests of the organisation without personal bias or external influence.

Accountability – Board Directors are accountable for their decisions and actions, ensuring transparency, responsibility, and alignment with the organisation’s mission and values.

Openness – Board Directors should foster a culture of openness, ensuring transparency in decision-making and actively engaging with stakeholders to build trust and confidence.

Honesty – Board Directors must act with honesty at all times, upholding the organisation’s values and making decisions with integrity and transparency.

Leadership – Board Directors are expected to provide strong leadership, guiding the organisation with vision, strategic direction, and a commitment to achieving its long-term goals.