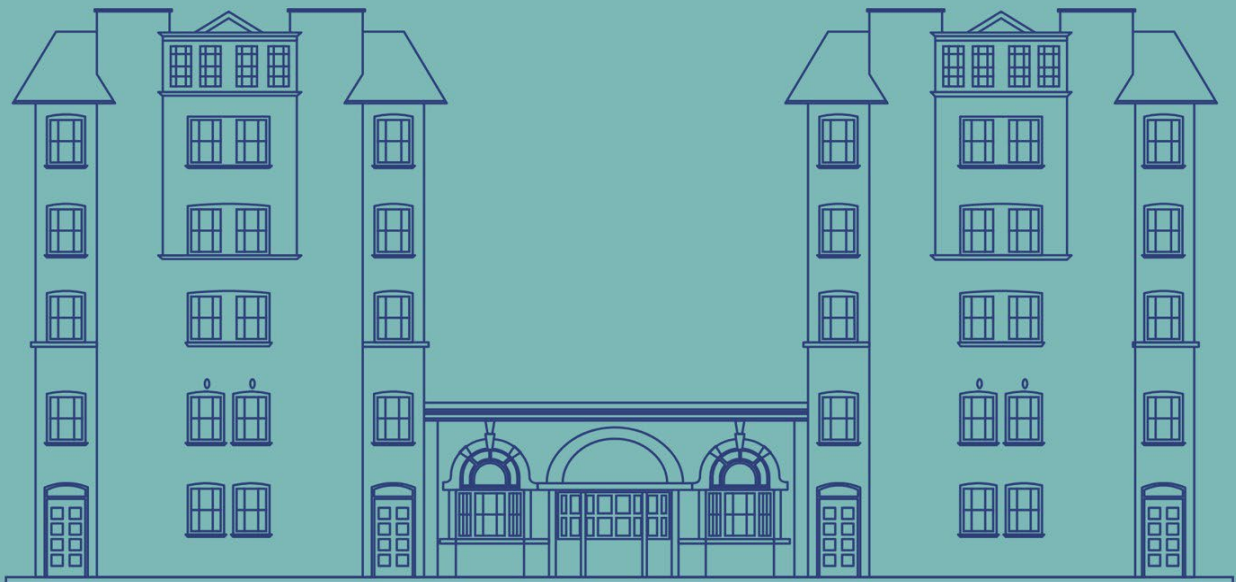


INDUSTRIAL  
DWELLINGS  
SOCIETY  
EST 1885



# Appointment of Board Members

June 2024

Ref RBOWA

The **Industrial Dwellings Society** was founded by Jewish philanthropists in 1885, in response to appalling housing conditions in London's East End. Today our tenants are from across all of London's diverse mix of communities, and we maintain strong links with our Jewish heritage.



# Welcome letter

## Michael Brodtman, IDS Chair

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IDS has a unique heritage, dating back to our establishment by Jewish philanthropists in 1885. Since then, we have provided much needed general needs and sheltered housing in some of London's most fascinating areas.

In recent years we have extended our range, completing new projects since Covid, employing a largely new senior executive team, and revamping the way in which we manage our homes and interact with our residents.

We are now engaged in the repair and renovation of many of our heritage properties, addressing the requirements of current regulations and the challenges of carbon reduction targets. At the same time, we know we can do more to address the very many unmet housing needs in London, and to support and enrich the lives of the people living in our properties.

To do this we need your help. We need committed, knowledgeable, collaborative new Board Members, to engage with our residents and staff, support and challenge our executive team, help set our strategy for the next decade, and ensure that IDS is well managed and fit for the future. We do this in the context of changing regulatory and market pressures, but with the benefits of a great team, successful communities and fascinating assets.

IDS has a wonderful history and an exciting future. It is large enough to make a real difference to the residents we serve, and small enough for you to have real impact. Thank you for your interest in the role and please do get in touch with us through our partners at Saxton Bampfylde to find out more.

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# Introduction

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## About IDS

IDS has a rich history, with a legacy stretching back nearly 140 years. It was established as the Four Per Cent Dwellings Company in 1885 by a group of Jewish philanthropists, concerned about overcrowded housing in London's East End.

Today, IDS manages around 1,500 homes in Hackney, Tower Hamlets, Southwark, Camden, Haringey, Redbridge, Barnet and Hertsmere. We are proud to serve a diverse range of multi-cultural communities across London and surrounding areas, providing urgent and affordable housing services.

Our housing stock and tenure options are varied, and include shared ownership, general needs and sheltered housing, as well as accommodation for people with special needs. Whilst rooted in our heritage our customers reflect the wider diversity of London and all that rich cultural mix has to offer. IDS has developed a clear strategy on equality, diversity and inclusion and the board and senior leaders ensure this commitment runs through all they do.

We have a staff team of around 40 colleagues and everyone makes an invaluable contribution. The organisation is led by the corporate management team and the board.

You can discover more about our heritage [here](#).

We are looking for forward thinking individuals to join our board. Excited about building the future of an organisation that has a rich past, you will be excited about contributing to our vision to providing more than a roof over a family's head. We are looking for people who believe in the power of community and who share our ethos that where you live should be fun, fulfilling and inclusive for all.



**Our Vision:** Towards 150 years of putting our residents in a good place

**Our Mission:** Providing high quality homes and communities

## About

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### Recent history

For many providers across the social housing sector, the past decade has been a particularly challenging one. IDS, along with many others in the sector have needed to raise their standards across services, safety and engagement with residents.

The board has spent the past two years developing our services and engaging much more frequently and more impactfully across all of our communities.

IDS is privileged to have a substantial part of its stock in London's conservation areas. This means we have some fascinating and historically important properties. These buildings are a major part of our organisation's identity but also present the challenges inherent with heritage asset management and investment. The board of IDS has a renewed focus on the oversight of stock condition and have put in place a much more robust approach to repairs and maintenance, to reflect this.

Alongside improving our internal systems and current stock, we have also been looking to the future: we have not stood still. At the end of last year, we launched a new shared ownership development in Borehamwood. This is a flagship collection of high quality homes in a sought after and desirable area. IDS is ambitious and will continue to grow, alongside our ongoing work to improve our services for residents.

As an organisation we have worked hard to improve our operations. The board is working collaboratively with the executive team and we are excited to launch our new corporate strategy later this year.



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“we have been very focussed on making our communities healthier, safer, and more enjoyable places to live in”

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## New Strategy

Our strategic plan came to an end last year, and so the board and executive team are currently working on the development of a new strategic plan that will guide IDS in its development as a modern and professional organisation. This presents an exciting opportunity for new board members to make a meaningful contribution to IDS and have a genuinely significant impact in shaping its future.



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## Our Board and Governance

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### Our Chair

Last year IDS appointed Michael Brodtman as its new Chair. Michael brings a wealth of experience, most recently as Chair, UK Advisory for CBRE. He is also a non-executive director for two FTSE 250 real estate companies and a trustee of the health and social care charity, Jewish Care. His experience in leadership and governance give IDS a strong position from which to evolve and flourish for the future.

### Our Board

The board leads on all areas of governance for IDS. Our chair and seven non-executive directors set the strategic direction for our organisation, agreeing priorities and ensuring that collectively we have the resources, skills and experience to achieve them. Our chief executive, Jonathan Gregory, leads a recently appointed executive management team in delivering our board-agreed strategy and the operational management of IDS and its staff.

### Committees

The board is supported by the following four committees:

- Audit and Risk
- Operations
- Asset and Investment
- Governance and People Committee.

Most committees meet on a quarterly basis and board members are generally asked to sit on at least two committees where they have relevant experience and interest.

The main board usually meets six times a year, with additional board meetings being convened as and when necessary for a specific purpose.

During the year there will be board Strategy events, training and other one-off meetings.

Ad hoc local site visits and occasional national travel to attend events, conferences etc may be expected from time to time.

We hold most of our board Meetings face to face with ad hoc meetings usually held via Microsoft Teams. Meetings usually last two hours and are generally held at our offices at Anna House, Seven Sisters, London, N15.

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## Role Profile

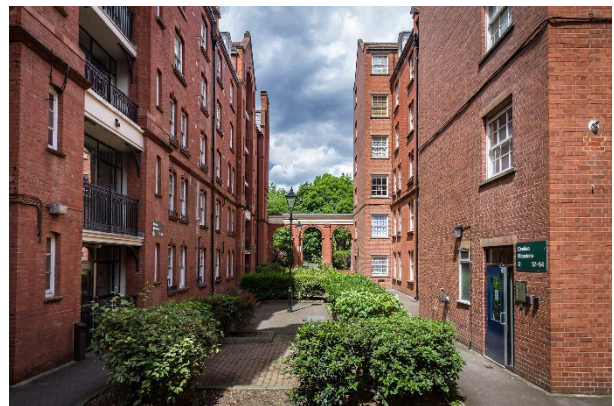
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Our new board members will bring their own experience to support our aims, and awareness of the regulated social housing sector, the complexities of managing heritage properties and the needs of our residents and communities will be important.

We are looking for a diverse range of people, who share our ambition for IDS.

### New Board Members

With a significant number of our current board members coming to the end of their terms, IDS now has the opportunity to ensure we have a group of diverse and appropriately skilled and experienced board members to take the organisation into the next chapter of its rich history. Two board members who will retire this year lead our Operations and Asset & Investment committees so there is the potential for new board members to take on these roles, with the Audit & Risk Chair stepping down the following year, too.



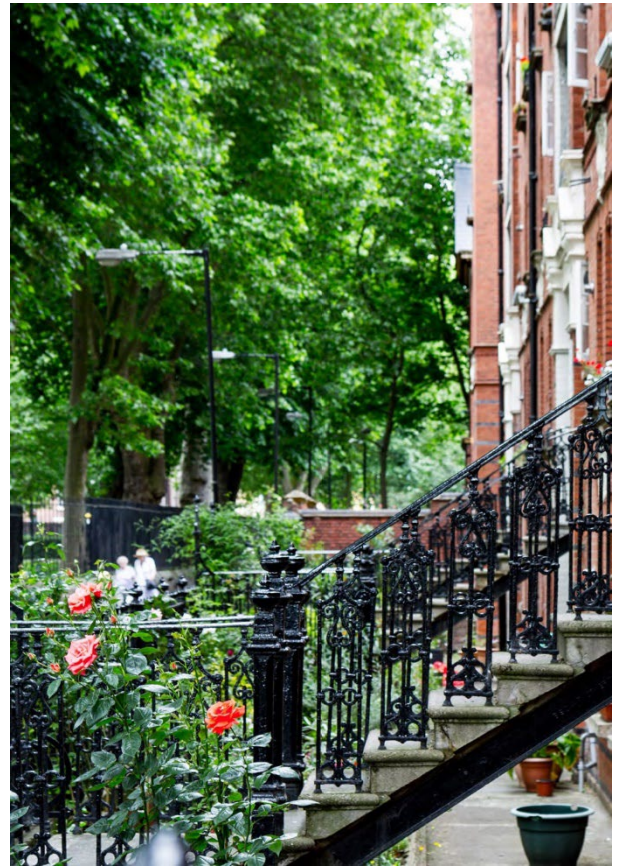
### Key Accountabilities

- To be an energetic member of the board, ensuring that IDS has the controls and governance framework in place to operate as an effective social housing provider.
- To set the strategic aims of the organisation ensuring that the necessary resources are in place for us to meet our objectives, and regularly reviewing these against our delivery strategy and targets.
- To contribute experience, insight and expertise to steer and direct IDS to achieve its corporate objectives in line with our vision, mission and values.
- Help to position IDS as a leading and influential housing organisation with strong ties to the communities it delivers services to.



### Priority areas of experience sought

- Experience of the social housing sector, specifically in roles with responsibility for customer services and operations.
- Asset management and investment: experience from areas such as strategic development, property portfolio management, tenants and leasing and capital expenditure.
- Strategic oversight and governance, with the ability to align this to further the development of a social housing provider or other purpose-led organisation.
- Lived experience of social housing or of the specific localities we serve would be particularly welcomed.



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# Terms of Appointment

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## Eligibility

Applicants must be 18 or over and meet the ‘fit and proper persons’ test’ as set out by HMRC. You need to ensure that you do not have a conflict or duality of interest which could jeopardise your ability to act in the best interests of IDS. Any such potential for conflict should be discussed in advance of making an application.

## Time commitment

The estimated time commitment for the board member role is 1-2 days per month.

This includes time for six board meetings per year and contribution to two of our four committees, plus ad hoc meetings and events.

## Remuneration

- Board member: £3,000 pa plus reasonable expenses
- Committee Chair: £4,500 pa plus reasonable expenses

## Key dates in the process

- Closing date for applications: **Thursday 4 July**
- Longlist meeting: **Wednesday 10 July**
- First stage interviews via Teams with Saxton Bampfylde
- Shortlist meeting: **Monday 29 July**
- Panel stages: One to one meeting with Chair and CEO: **TBC Wednesday 31 July to Friday 2 August**
- Panel interview in person at our offices in London, N15: **Monday 5 August or Monday 12th August**



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# How to Apply

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**Saxton Bampfylde Ltd is acting as an employment agency advisor to Industrial Dwellings Society on this appointment.**

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **RBOWA**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **Thursday 4 July**



\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

## Accessibility and Adjustments

We are committed to providing reasonable adjustments throughout our recruitment process and will always strive to be as accommodating as possible. If you would like to discuss any specific requirements, please contact [Louise.McCarthy@saxbam.com](mailto:Louise.McCarthy@saxbam.com).

## GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

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