



# World Habitat Trustee Recruitment

July 2024



Charity number: 270987

# Introduction from our Chair

**Thank you for your interest in these roles. We are delighted that you are considering a position as a World Habitat Trustee.**

World Habitat is an organisation with a unique insight and the ability to improve housing around the globe. In a world which is beset with problems, World Habitat focusses on solutions. We find innovations that tackle the world's major housing challenges and help them scale up so they become mainstream. We act as a catalyst strengthening organisations that develop solutions supporting them to scale up to help more people facing housing injustice.

We are a UK-based charity with a diverse global reach and an exciting future. Over the last 50 years we have developed a large and engaged international housing network that give us a unique global insight into emerging housing ideas and programmes.

We have recently adopted an ambitious strategy guided by a theory of change which will steer our work over the next decade. Three experienced trustees are nearing the end of their terms of office, and we wish to use the opportunity to bring new skills and perspectives onto the board that will help us implement our new strategy and deliver our ambitious future. We are seeking three new Trustees to join our committed and experienced Board. We are looking for:

- An individual with strategic finance skills and a knowledge of financial investments who will chair our Finance and Investment Committee
- We are also looking for a trustee with communications skills particularly in an international context
- And a trustee to expand our knowledge of housing in the least developed countries, and an understanding of the Climate Emergency and how it affects low-income communities.

We don't expect candidates will have experience that covers all of these areas. Indeed you may not match these criteria but have other skills that you can contribute, so please do get in touch.

We are committed to proactively seeking greater diversity on our board, to reflect the communities that we serve across the world, and to provide a broader range of views and perspectives to our decisions. We particularly welcome applications from women and from cultural ethnic minorities.

If you share our commitment to bringing the best housing to the people who need it the most and have skills and experience that can help us develop, we would love to hear from you.

**Dr Angus Kennedy OBE, Chair of World Habitat**  
**Adam Challis, World Habitat Chair Elect (term starts September 2024)**



# Contents

About us.....	4
Our Future.....	6
Our People.....	8
What we are looking for.....	11
How to apply.....	15
Useful Information.....	16

# About Us

## Our Vision

A world where everyone has a safe and secure home.

## Our Mission

Through our global networks we find innovative housing solutions from around the world. We act as a catalyst for change by strengthening them and supporting them to scale to help more people facing housing injustice.

## What we do

We find innovative and emerging housing projects around the world that provide solutions to the greatest threats and injustices that communities face. Threats such as effects of the climate emergency, conflict, economic instability, rising inequality and housing affordability. We support and raise the profile of organisations and their solutions, enabling them to scale up and move into new geographies thereby helping more people. We bring people and ideas together, to help drive innovative ideas into mainstream housing practice. Together we accelerate change towards a world where everyone has a safe and secure home.

## Why we do it

A safe and secure home is the most fundamental of human needs. It is a place where people spend much of their lives, where family life happens, a safe place to return to, a necessity for a decent life. But today a fifth of the world's population (1.6 billion people) live in housing that is unsafe and insecure. That includes homes that are structurally unsound, overcrowded, insanitary, and those occupied with insecure tenure, meaning that people can be evicted with minimal notice. An estimated 15 million people are forcibly evicted every year, and 150 million more are experiencing homelessness. We believe that it doesn't have to be like this. We believe that there is enough capacity, space and resources for everyone to have a safe and secure home.

## Our Work

World Habitat works with people of all backgrounds around the world to identify, share and develop the very best housing solutions. Our recent work has included establishing The European End Street Homelessness Campaign which has driven a focus on ending street homelessness in 12 European cities. Establishing the Housing Justice Network, a network of housing rights organisations in the Middle East and North Africa fighting housing evictions. Our Community Land Trusts in Favellas in Brazil and former refugee camps in Bangladesh.



**Community-led housing**



**Ending Homelessness**



**Climate Action**



**World Habitat Awards**

Read more about our work here: [World Habitat – Our Work](#)

# Our Future



**In 2024 the board approved a new strategy and theory of change that will shape our work for the next decade.**

For the first time we have adopted a single board approach which we will apply to all of our work. This approach seeks to identify housing innovations and help them grow so that they become mainstream and help more people in housing need.

We have recognised that there is a gap. We have seen many exciting housing innovations that have been proved to be effective but fail to achieve wide uptake. This strategy seeks to address that gap. We see that our role is to identify these innovations and help them grow so that they reach the scale and level of visibility necessary for investment and wide uptake.

The World Habitat Awards that we run in partnership with UN Habitat is the principal way that we identify and recognise housing innovations. The history, and international reputation of the awards helps bring winners to a wide audience.

We work with winning organisations supporting them, helping them scale up their impact and helping transfer their innovations to other places where it is needed most. Sometimes this involves providing seed funding, commissioning research, helping them set up and develop new networks to support their work.

## Our commitment to sustainability

The climate emergency presents the largest threat to our vision of a world where everyone has a safe and secure home in a successful community. It is already harming many of the world's most vulnerable communities and its effects will be felt most acutely by those living in the poorest housing and communities. If global temperatures continue to rise, the effects we are already seeing - more extreme weather, wildfires, rising sea levels and desertification - will accelerate, threatening biodiversity and ecological systems. Ultimately, if left unchecked, they will threaten the existence of many human settlements and society itself.

Like all organisations, our activities consume energy and generate carbon dioxide and other greenhouse gas emissions. In 2019 we introduced targets to reduce our own emissions. We measure the greenhouse gas equivalent effect of all our actions and set carbon budgets and targeted for our work. This approach has driven our annual emissions down by over 65%. In 2024 we adopted a "Climate Responsible" approach to our work and are currently undertaking a climate audit to find opportunities for further improvements.

## Our Commitment to diversity

We are committed to becoming a more diverse and equal organisation by making improvements to our workplace and our board so that they better connect to the diversity of our work and the people our work aims to help.

As just one organisation operating across the world, we know our staff and Board of trustees can never be as diverse as the multiplicity of people we serve, but we are on a journey that aims to bring us closer. We are building an organisation and a work culture where difference is valued; where the views and insights of the growing network of people around the world where we work with enhance and enrich what we do, and ultimately make us more successful at achieving our mission.

In our 2024 strategy we committed to improving diversity. We have agreed to increase diversity on the Board and introduced a ratchet so that will not decrease again in the future. All staff and trustees have received diversity training. Our commitment to increasing our diversity is published on our website and reflected in our delivery plans with a set of clear actionable steps. We are continuously aiming to improve our website and social media to reflect this commitment.

In 2021, our approach was recognised by the National Centre for Diversity, and we received the 'Investors in Diversity Award' for small charities, this was renewed in 2024.

# Our People

## Board of Trustees

World Habitat is governed by a Board of Trustees who bring a wealth of experience to our work. All members give their time voluntarily and receive no benefits from the charity.

The Board meets quarterly and there is on standing sub-committee covering investment and other financial matters. Our Board consists of the following members.

### Angus Kennedy, Chair

Angus is widely recognised to be one of the UK's most influential regeneration professionals. He has over 40 years' experience in the public and private sectors. He is best known for his work as Chief Executive of Castle Vale Housing Action Trust (HAT), Birmingham, the award-winning 12-year £320, regeneration programme that transformed one of the most deprived parts of Birmingham.

He is Chair of Opportunity Peterborough (the Peterborough Economic Development Company). He was Chair of Cross Keys Homes (Peterborough) from 2008 to 2017. He was Chair of the RTPI Regeneration network from 2005 until 2013 and was on the RTPI Policy, Practice and Research Committee. He also served as a Neighbourhood Plan Independent Examiner from 2013 to 2018.

Angus was awarded the OBE in 2004 for Services to Social Housing in Birmingham and awarded an Honorary Doctorate by Birmingham University in 2005 for his work in the regeneration of Castle Vale and his wider contribution to the City of Birmingham and the West Midlands. He completed his six-year term as an independent member of the Voluntary and Community Sector Honours Committee in 2017.

Angus joined World Habitat's Board of Trustees in 2016 and is currently Chair.

### Adam Challis, Chair elect

Adam leads Research & Strategy at JLL. His role brings together market-leading agency and advisory capability to provide a range of solutions for clients across the global residential marketplace.

Adam's experience spans over 20 years of real estate advisory with both public and private sector clients. He is regularly cited in national and international media as a commentator on the factors that shape residential markets, notable through new housing supply. He provides public policy advice and is particularly focused on providing affordable access to good quality homes, across tenures.

Adam holds an MBA from London Business School, and MSc Urban Regeneration from the Barlett, University College London, and BA Economics from Western University (London, Canada). He is a member of the Urban Land Institute and is Board Trustee and Chairperson of the Investment & Finance committee at World Habitat.

### Stuart MacDonald, Vice Chair

Stuart is the director of PR and communications business See Media, which specialises in the UK social and affordable housing sector.



He is also a former award-winning journalist and editor on several national and business trade publications, including Inside Housing, Building, Property Week, the London Evening Standard, The Herald and The Scotsman.

Stuart was named PPA business editor of the year 2010 and was president of membership body the International Building Press 2013/14. He has been a World Habitat Trustee since 2016.

## Nick Murphy

Nick has extensive experience in housing policy and practice across local authorities and housing associations in both Executive and Non-executive roles. Built on an ethos of resident involvement, he has led the development of award-winning services which have improved tenants' homes, including transformational regeneration and new build programmes, with a strong focus on environmental sustainability. As a member of the senior civil service, he was responsible for developing national housing policies and preparing future legislation.

He is a member of the Chartered Institute of Housing where he sits on their national Policy Advisory committee. Through the Institute, Nick has participated in study visits to housing organisations in different cities around the world and hosted international delegations in return. Nick is also a Visiting Fellow of Nottingham Trent University.

Originally from South London, Nick has a passion for supporting communities to tackle disadvantage. He joined the World Habitat Board in 2018.

## Jo Richardson

Jo is Professor of Housing and Social Inclusion and Associate Dean (Research) based in Nottingham Business School at Nottingham Trent University. She joined as a Trustee of World Habitat in Spring 2018.

Jo's research in housing includes work funded by the Joseph Rowntree Foundation looked at conflict resolution in site management and delivery for Gypsies and Travellers plus ESRC and AHRA funded studies on co-production of research and working with communities; additionally, she has undertaken a range of work evaluation projects for councils and housing organisations across the country.

Jo has worked with local partners on the 'End Street Homelessness' campaign in Leicester and undertaken projects further afield, including a visiting lecture at Harvard University in 2016 and a Visiting Fellowship small research project on housing disadvantage for Indigenous communities, at Swinburne University in Melbourne. Prior to her career in academia Jo was a housing practitioner working with a local authority, a housing association and in policy and practice at the Chartered Institute of Housing.

## Jess Ayers

Jess is a director in the climate team at the Children's Investment Fund Foundation (CIFF).

She joined CIFF in 2019 from the UK Government, where she held roles including Head of Carbon Trading (Department for Business and Energy); Head of Energy (HM Treasury); and Chief of Staff to the Energy Minister (Department for Energy and Climate Change). Prior to joining the UK Government, she spent seven years working with vulnerable countries on the intersection between climate change and development, including roles with the United Nations Development Programme in Nepal, and the

International Institute of Environment and Development in the UK, Bangladesh and Nepal.

Jess holds a PhD in International Climate Change and Development (LSE/ ICCCAD); and MSc's in both International Development and Public Policy (Both LSE).

## Rumana Kabir

Rumana has a long track record as a development practitioner working globally in conflict, emergency and development contexts. She started her career as an architect and participatory action researcher working on low-income housing in Bangladesh. She turned into an aid worker for Oxfam, Save the Children rebuilding after the tsunami in Indonesia and the earthquakes in Pakistan. Rumana then became a consultant for the United Nations, the World Bank and many other international agencies, to help governments and people in disaster-prone countries to deliver housing, community development and disaster governance strategies and programmes. Currently Rumana works as a civil servant in the UK.

## Tom Newby

Tom is a structural engineer with significant experience of humanitarian response and post-disaster shelter.

He has been active in the field of emergency and post-disaster shelter for many years, including leading CARE International's global shelter team for six years, and sitting on the Strategic Advisory Group of the Global Shelter Cluster. He has worked on humanitarian responses in Nepal, Philippines, Jordan, Lebanon, Haiti and many other countries.

Tom is currently a director at engineering consultancy Buro Happold and leads their London Structures team and is a trustee of the Happold Foundation and was a trustee of Engineers Without Borders UK for over ten years.

## Our Chief Executive

David Ireland joined World Habitat as Chief Executive in June 2014. David has worked in housing all his life for local authorities, government, the media and charities. He was former chair of Action Homeless and is an associate of the Centre for Comparative Housing Studies at the De Montfort University. He is a published author and has worked as a housing advisor for TV series on BBA and Channel 4.

He was previously Chief Executive of the Empty Homes Agency where he persuaded successive UK Governments to introduce legislation and fund programmes to get empty homes into use. David was awarded an OBE in 2013 for services to housing.

## Our Staff

We are an international charity, made up of **a dedicated team** who work with people and projects all over the world to make positive action happen.

# What we are looking for

Our board is currently made up of eight trustees who bring a wide range of experience, skills and backgrounds. Three experiences trustees are nearing the end of their terms of office, and we wish to use the opportunity to bring new skills and experience onto the board that will help us deliver our strategy.

We would be particularly keen to hear from you if you have experience of Communications, particularly in an international context, working in housing in the least developed countries and an understanding of the Climate Emergency and how it affects low-income communities.

We are also looking for a trustee with strategic finance skills and knowledge of financial investments who will chair our Finance and Investment Committee. We don't expect candidates to have experience that covers all these areas. You may have other skills that you can contribute, so please do get in touch.

We are committed to proactively seeking greater diversity on our Board, to reflect the communities that we serve across the world, and to provide broader range of views and perspectives to our decisions. We particularly welcome applications from women and cultural ethnic minorities.

If you share our commitment to bring the best housing to the people who need it the most and have skills and experience that can help us develop, we should love to hear from you.

Previous Board experience is not necessary; we have a commitment to support and develop trustees to ensure that they can fulfil their roles and responsibilities effectively and make a positive contribution to our Board.

## Purpose of the role

To ensure that World Habitat is carrying out the strategic purposed for which it is set up, and no other purpose. To work with other members of the Board of Trustees and the Chief Executive to deliver an effective, well-governed organisation that complies with all statutory requirements.

### The statutory duties of a trustee:

- To ensure the organisation complies with its governing document.
- To ensure that the organisation pursues its objectives as defined in its governing document.
- To ensure the organisation applies its resources exclusively in pursuance of its objectives i.e the charity must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are.
- To contribute actively to the Board of Trustees in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- To act accordingly to high ethical standards. To identify, understand and manage conflicts of interests and loyalty.
- To safeguard and promote the organisation's reputation.
- To ensure the effective and efficient administration of the organisation.
- To ensure the financial stability of the organisation

- To protect and manage the property and assets of the organisation and to ensure the proper investment of the organisation's funds.
- To appoint the Chief Executive and monitor his or her performance.

### **In addition, with our other trustees to hold the charity 'in trust' for current and future beneficiaries by:**

- Ensuring that the charity has a clear vision, mission and strategic direction and is focussed on achieving these.
- Being responsible for the performance of the charity and for its "corporate" behaviour; ensuring that the charity complies with all legal and regulatory requirements.
- Acting as guardians of the charity's assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- Ensuring that the charity's governance is of the highest possible standard.
- Contributing to and sharing responsibility for the Board of Trustee decisions.
- Preparing for and attending meetings, training sessions and other events.
- Making use of any specific knowledge or experience to help the Board of Trustees make good decisions.
- Serving on staff recruitment, disciplinary and appeal panels as and when required.
- The above list of duties is indicative only and not exhaustive. The trustees will be expected to perform all such duties as are as reasonably commensurate with the role.

### **We expect our trustees to follow our Code of Conduct, to respect and uphold the values of**

#### **Independent**

- We are impartial, professional, open and act with integrity
- We maintain our freedom to focus on issues that are relevant and important
- We nurture community resilience and self-reliance

#### **Innovative**

- We encourage fresh thinking and practical and scalable solutions to housing policy and practice
- We tackle difficult, sometimes unfashionable issue, because they matter
- We won't be afraid to fail, and we will learn from our mistakes

#### **Caring**

- We are committed to social justice and equality of opportunity
- We are focussed on sustainable outcomes for people, both now and for future generations
- We value diversity and strive to achieve equality and inclusion, challenging discrimination and proactively targeting help to those in greatest need.



## Our Operating Principles

### Climate focussed

- We are informed by science that our world is in a Climate Emergency caused by human activity. We believe that the climate emergency is the greatest threat to World Habitat's vision.
- We understand that the climate emergency disproportionately affects those least responsible for it
- We will work urgently towards a rapid and sustainable decarbonisation in all our work and the wider housing sector.

### Globally minded

- We build understanding of connections between people, their homes and the planet
- We promote the adaption and transfer of solutions across contexts and borders
- We connect people and the ideas to foster collaboration and the free sharing of knowledge

### Collaborative

- We value bring connected to people who have direct experience of the issues we care about
- We work in partnership with others so that together we ca have more influence
- We work together with others best placed to deliver real change

### An Agent for change

- We seek to be a catalyst to bring about positive change
- We work to influence policy and practice that leads to beneficial social change
- We provide opportunities for creative thinking and action

## Location

World Habitat's head office is in central Leicester. Board of Trustee meetings are held in person in Leicester, most meetings are held on a hybrid basis and there is the facility for trustees to attend online if they are unable to attend in person.

Our Trustees can be located anywhere in the UK. We will consider applications from candidates based overseas, provided that they are able to attend at least one meeting in person per year and attend other meetings on-line. Reasonable travel expenses will be covered, however we are mindful of costs to the charity and the carbon footprint of our Board, so suggest discussion with our recruitment partner prior to submitting an application.

Time commitment: On average 6 to 8 days per year; four (two hour) Board of Trustee meetings per year (held on Wednesday mornings). Some trustees are also members of the sub-committee (meetings are held three times a year either in London or online), occasional strategy days and also occasionally represent World Habitat at various events and meetings with key stakeholders.

## Term

Members shall be appointed for a fixed term of three years from the date of appointment, save where the Board of Trustees set a shorter period prior to the appointment. Most trustees serve two three-year terms on our Board.

Trustees may serve as a member of the Board of Trustees for a continuous or aggregate period of 9 years without the support of a special resolution at a general meeting of the association.

Remuneration: The role of a Trustee is not remunerated, but reasonable out of pocket expenses, agreed in advance, are paid.

Good governance: in charities is fundamental to their success. It enables and supports compliance with the law and promotes a culture where everything works towards fulfilling the charity's vision. We recognise the requirement of meeting the charity's stated public benefit. Trustees understand their roles and legal responsibilities. We measure our governance against the Charity Governance Code which sets out good governance that goes beyond legal requirements every year and continually seek opportunities to improve further.

## What's in it for you?

In addition to using your significant skills, abilities and passion to work alongside enthusiastic trustees and employees who are committed to our mission, being a trustee can also bring personal and professional benefits. These include learning about the management and strategic decision making of a charity, working with a diverse group of people with the same common goal, and the satisfaction of ensuring that World Habitat is fulfilling a vision for a world where everyone has a safe and secure home in a successful community.

The global nature of World Habitat provides Trustees with the opportunity to network internationally and to occasionally attend events and visits organised by World Habitat and its partners.

# How to apply

If you are interested in this opportunity we encourage confidential conversations with our recruitment partner Anna Jay, MD of Public Leaders Appointments in advance of your application.

You can contact Anna at: [anna@publicleadersappointments.com](mailto:anna@publicleadersappointments.com) and 07904236348.

Your application should consist of a CV and covering letter – of no more than 3 sides of A4 - outlining your motivations for applying (affinity for our vision and mission etc) and highlight how your skills, knowledge and experience meet the requirements for our new trustees.

Applications should be sent to [anna@publicleadersappointments.com](mailto:anna@publicleadersappointments.com) by **12 noon on Thursday 29th August 2024** with reference 'WORLD HABITAT'.

World Habitat is committed to ensuring that it is accessible to everyone regardless of race, gender, ability, religion, sexual orientation or age. We would be grateful if you could also complete and return

our Equal Opportunities and Diversity Questionnaire; the information you provide will help us comply with our commitment to ensuring equality and our aim to improve diversity.

Following consideration of applications and shortlisting, we will invite selected candidates to meet a panel of Trustees and our Chief executive, ideally in person.

Interviews are scheduled for **17<sup>th</sup> September 2024**

If successful, we will carry out the required checks on you being a 'fit and suitable' person as a trustee, such as taking up references and self-declarations. Prospective trustees should be aware that the charity will need to carry out due diligence to check eligibility before appointment.

# Useful Information

## Useful links

- [2024 World Habitat Awards Winners](#)
- [World Habitat News](#)
- [Our strategy](#)
- [World Habitat - Governing Document \(can be requested\)](#)
- [Trustees Code of Conduct – full document \(can be requested\)](#)





World Habitat  
Office 1, Gresham Works  
38 Market Street  
Leicester  
United Kingdom  
LE1 6DP

+44 (0)1530 510444  
info@world-habitat.org  
[www.world-habitat.org](http://www.world-habitat.org)