

Case Study

Railway Housing Association

DTP

Appointment of Chair Designate

Railway Housing Association (RHA) owns 1,500 rented homes in 24 local authority areas, mainly concentrated in the areas of Darlington, Doncaster, Durham, East Riding, Hull, Leeds, Newcastle and York.



Railway Housing Association

Objective and approach

RHA wanted to start the process of appointing a new Chair of the Board. The post holder was approaching the end of his term of office and RHA was keen to ensure that, for continuity reasons, there would be some overlap between the retirement of the existing Chair and the full installation of the new Chair. We recommended the appointment of the successful candidate as a “Chair Designate” to facilitate this hand over process

We recommended RHA undertook a process which was open to both internal and external candidates in order to ensure a fair and accountable approach and to ensure RHA had access to a pool of skilled and experienced candidates.

We:

- Planned and timed the process
- Produced and issued the recruitments packs
- Carried out a preliminary review of the applications and provided advice on next steps in relation to the formal process of consideration of applicants.
- Liaised with candidates and provided guidance and support in relation to the interview process, candidate feedback and final selection.

What we achieved

RHA appointed a Chair Designate and a Board Member.

We received an excellent and professional service from DTP and achieved the desired outcome and would happily recommend DTP to other organisations looking to recruit to board positions.

Anne Rowlands, Chief Executive

A different perspective