

# Chair's Profile

## **Purpose of the Profile:**

This profile describes the range of characteristics that East Lothian Housing Association is looking for in the Chair. It supports the Chair's Role Description. It is not expected that the Chair is able to demonstrate all (or even a majority) of these attributes. Rather, the Chair (and Vice-Chair and Sub-Committee Convenors) will be expected to possess a selection of these attributes that are appropriate to ELHA's needs at the time of appointment. ELHA may use this profile to select the Chair (and Vice-Chair / Convenors) to ensure an appropriate balance of skills, knowledge and expertise. In addition, this profile may be used as part of ELHA's support and development programme for ELHA Board members.

## **Good Governance:**

This profile has been prepared to promote good governance for ELHA. It reflects the principles of Performance Standards for Registered Social Landlords (especially GS4.2 – Leadership and Capability and GS4.3 – Ethical Standards and Clear Values). It also takes account of the Regulatory Code of Governance published by the Scottish Housing Regulator, particularly Principle 2 – the Governing Body and Senior Officers work effectively together in clearly defined functions and roles and Principle 5 – Developing the capacity and capability of the governing body and senior officers to be effective).

## **Monitoring and Review:**

The Management Committee approved this profile in March 2010 and the ELHA Board will keep it under review. It will be formally reviewed to ensure its' continued suitability each time there is a vacancy for Chair / Vice-Chair / Convenor(s).

<b>Qualities</b>
<b>Commitment to</b>
ELHA's vision, aims and objectives
ELHA's values
Voluntary housing sector
East Lothian and its communities
<b>Experience of</b>
Business that is focussed on people and service delivery, whether public, not for profit or private sector(s)
Membership of committees or governing bodies in the public, not for profit or private sector(s), including acting as Chair or Vice-Chair
Social housing
Management and/or leadership in either a voluntary or employment capacity
<b>Knowledge and Skills</b>
Ability to chair meetings impartially, effectively and inclusively
Strong inter-personal skills, including ability to motivate others
Ability to lead strategically and delegate effectively
Knowledge of the Scottish housing sector generally and East Lothian's housing environment specifically
Effective communication skills in a variety of settings (from 1:1 conversations to service user consultations and complex negotiations)
Good organisational skills
<b>Other attributes and competencies</b>
Time: up to one day a week is required
Enthusiasm
Patience