

ELHA Senior Management Team Profiles at June 2025

Martin Pollhammer – Chief Executive

Qualifications: BSc in Environmental Studies, PGDip and MA in Housing Policy and Management, Fellow of the Chartered Institute of Housing.

Experience: ELHA Chief Executive since 2006, previously worked for Local Authorities and Housing Associations in England and Scotland in both housing management functions and Direct Labour Organisations.

Karen Barry – Director of Housing

Experience: ELHA Director of Housing from 2019 and previously Housing manager since 2005. Housing career spans 28 years, commencing 1990 with Scottish Homes. Played a key role in the LSVT of stock to Melville Housing in 1995 where I managed both the Housing and Repair Departments before taking up the role of Policy & Information Manager in 2001. Prior to that served in the Royal Navy and worked for TSB.

Gary Alison – Director of Finance & Corporate Services

Qualifications: Chartered Accountant (member of the Institute of Chartered Accountants of Scotland). BA (Distinction) in Accounting and Business (University of Paisley)

Experience: ELHA Director of Corporate Services since May 2023. Previously worked for a Housing Association in the South of Scotland for 7 years, 2 years as Head of Finance before moving to the Director of Finance and Corporate Services role and then as Director of Property & Development.

Charlie Cooley – Director of R3 & Asset Management

Qualifications: Educated to Degree Level in Construction Management, ILM Leadership Accreditation and Aston University MBA Modules in Business Management, Strategic Management, People Management & Customer Engagement.

Experience: Worked within the maintenance environment for over 18 years, with roles as Area Maintenance Manager, Senior Surveyor, Design & Construction Bid Manager, Performance & Continuous Improvement Manager, and most recently as Head of Operations for a £25m geographical region.