

Chief Executive

Candidate Information Pack

Job Ref No: 2026 - 170
November 2026

Housing Executive

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Welcome note from the Chair



Thank you for your interest in the role of Chief Executive of the Northern Ireland Housing Executive.

This is an influential and rewarding leadership position — one that offers the chance to shape not only the future of housing, but the wellbeing and life chances of communities right across Northern Ireland.

As Northern Ireland's strategic housing authority and one of the UK's largest public landlords, our mission goes far beyond bricks and mortar.

Through the provision of good housing, we want to reduce health inequalities, prioritise early intervention and prevention, protect communities from the impacts of climate change, and support sustainable economic growth.

With an annual budget of c.£1.3 billion, and a workforce of 3,500, we deliver a broad range of public services and manage c.83,000 homes. Guided by our core values — making a difference, fairness, passion and expertise — we work collaboratively with partners across sectors to meet today's challenges while preparing for the needs of future generations.

Demand for social and affordable housing continues to rise, homelessness pressures remain, and the need to improve the condition, sustainability and energy efficiency of our homes has never been more urgent. We have an ongoing need to address a maintenance backlog which will ultimately help improve the quality of our homes. At the same time, a focus on accessing our Housing Executive borrowing powers, increasing housing supply, early intervention investment, community regeneration, and decarbonisation, presents real opportunities for our organisation and the housing sector in Northern Ireland.

Following the departure of our previous Chief Executive to take up another senior leadership position within the public sector, we have an excellent opportunity for an exceptional, values-driven leader with a proven track record of working collaboratively with internal and external stakeholders. We are seeking someone who can inspire high performance, uphold strong governance and work closely with partners across sectors. Our new Chief Executive will bring a strong people focus, professional integrity and a commitment to improving outcomes for tenants, customers and communities.

This Information Pack sets out the scope of the role, its challenges and opportunities, and the wider organisational context.

If you can lead the Housing Executive with purpose, ambition and vision, we look forward to receiving your application.



Nicole Lappin
Chair

How to Apply and Key Contacts

Recruitment Partner

GatenbySanderson are acting as our recruitment partner for this appointment.

To explore the opportunity further in confidence, or to find out more information about the recruitment process, please contact **Chantelle Harris** on chantelle.harris@gatenbysanderson.com / **07384 460 191** or **Tim Hills** on tim.hills@gatenbysanderson.com / **07393 011 130.**

Applications

The online application form can be accessed via the GetGot recruitment system at http://nihe.getgotjobs.co.uk You must return your completed application form online via GetGot.

It is your responsibility to ensure that your completed application has been received by the closing date and time.

Completed applications must be submitted **no later than 4.30pm Thursday 3 December 2026**

LATE APPLICATIONS WILL NOT BE ACCEPTED.

Requests for candidate information in an accessible format, or for **reasonable adjustments** at any stage of the recruitment process, should also be directed to **Chantelle Harris** at GatenbySanderson.

GatenbySanderson will work with the Housing Executive to ensure that appropriate support is provided.

For any **technical issues** with the online application process please contact GetGot at Hallmark:

Email: support@hallmarksolutions.co.uk
Phone: 028 9081 2618

Who we are

The Northern Ireland Housing Executive was established by the Housing Executive Act (Northern Ireland) 1971. Today we are the Strategic Housing Authority for Northern Ireland, and a public landlord at scale. With an annual budget of c.£1.3 billion, we provide a range of public services and care for c.83,000 homes, although our footprint extends to more than 220,000 homes across Northern Ireland. We work with partners in local government, the construction industry, the voluntary and community sector, and housing associations to meet our organisational objectives, and our services impact the lives of one in every three people across Northern Ireland.

We have two distinct strands to our business: our Strategic Housing Authority role and our Landlord role, both of which are underpinned by our Corporate Services and Finance, Audit and Assurance functions.

Strategic Housing Authority Role

As the Strategic Housing Authority for Northern Ireland we assess housing need, oversee the Social Housing Development Programme (SHDP) with our housing association partners, provide housing support services with our voluntary and community sector partners, and provide homelessness services across Northern Ireland (delivered by colleagues in our Housing Services directorate). We oversee the administration of Housing Benefit and the housing element of Universal Credit in Northern Ireland. Alongside this we undertake an ongoing research programme to produce a comprehensive body of housing market intelligence to help us identify and determine how best to shape our services and the places where people want to live in Northern Ireland. Furthermore, we are the Home Energy Conservation Authority (HECA) for Northern Ireland.

Landlord Role

Our landlord services are delivered through our Asset Management and Housing Services Directorates. They encompass the full range of landlord services including housing management, repairing and improving our homes, and engaging with our customers and tenants at a community level. We also manage a commercial property portfolio of c.400 units and have a temporary accommodation portfolio of 5,500 homes, and 6,168 leasehold properties. We actively strive to improve and enhance the communities where our tenants and customers live, socially, economically and environmentally.

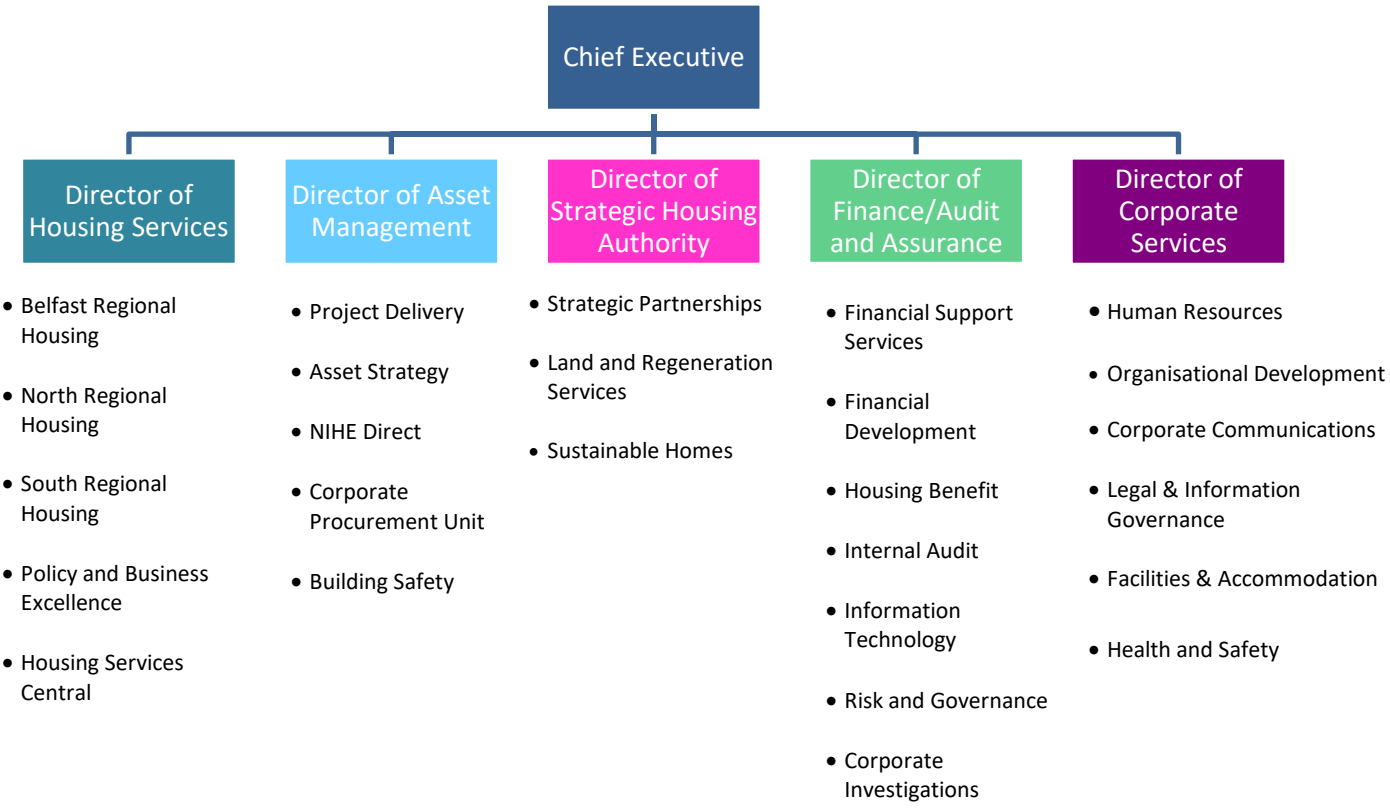
Corporate Services, and Finance, Audit and Assurance

Our Corporate Services and Finance, Audit and Assurance Directorates, shape, influence and deliver a range of services strategically and operationally. This includes: Strategic Planning and Performance Reporting, Risk and Governance, Communications, Human Resources, Equality and Safeguarding, Legal Services, Information Governance, Corporate Accounting, Financial Support, IT, Internal Audit, Economic Advice and Support and Corporate Investigations.

Organisational Structure

The organisation is governed by a 10-member Board, led by a Chair and Vice-Chair. You can read more about our Board Members here .

Our Executive Team consists of our Chief Executive, and five Directors.



Core Values

Our Core Values

MAKING A DIFFERENCE

We strive to make people's lives better

We put our customers first and deliver right first time

We build strong partnerships and share great ideas

FAIRNESS

We treat our customers, staff and partners fairly

We respect and promote diversity and equality for all

We work in an open and transparent way

PASSION

We are professional in all that we do

We strive for excellence

We look for new, creative, better ways to do things

EXPERTISE

We believe in our people

We are constantly learning, developing and innovating

We provide strong confident leadership

The Scale of Our Business

Key Statistics from Annual Report 2025/26

Housing

- Managed c.83,000 Housing Executive homes
- 154,892 people living in our homes
- £401.4m income was collected and will be used to maintain and improve tenants' homes and communities
- £257.1m targeted investment in the improvement and maintenance of our property portfolio
- £2.7m generated in additional annual benefit entitlement for our tenants by our Financial Inclusion Team
- 110 major adaptations and 3,461 minor adaptations to our homes
- 471,840 customer phone calls answered and 181,807 customer visits to our offices
- 140 estate based good relations projects funded and administered and 39 race relations projects
- 128 new contracts awarded with a combined value of £170m
- Managed over 6,168 leasehold properties improvement and response maintenance work

Strategic Housing Authority

- 50,381 households on the waiting list for social housing
- 39,008 households in Housing Stress
- £352.5m administered in Housing Benefit
- 5,943 housing allocations; 3,123 were allocated by Housing Associations and 2,820 were allocated by the Housing Executive
- 1,765 new social homes started within the Social Housing Development Programme (with programme expenditure of £210.7 million)
- 805 Disabled Facilities Grants approved. The total in-year spend was £13.1m
- £84.6m was distributed in Supporting People funding. There were 80 providers, providing over 800 services to almost 20,000 Service Users
- 19,841 unique energy advice queries with 12,908 customers signposted to support services

Key Publications

Annual Report

We report and comment on our performance over the last financial year in our Annual Report, which is usually published in August (visit our website at Our Annual Reports for more information).

These reports also detail the excellent work that we carry out in partnership with other organisations to make our neighbourhoods and communities great places in which to live and work.

Corporate Strategy

Our Corporate Strategy articulates our vision, priorities and outcomes and includes ways that we will measure success in delivering our four outcomes. The Strategy is supported by one year business plans.

Our three-year Corporate Strategy for 2025/26 - 2027/28 can be found here.

The Corporate Strategy is supported by annual business plans which are developed and approved at the start of each year covered by the duration of the Corporate Strategy.

You can find our 2026/27 one-year business plan here.

The Housing Executive has a number of housing priorities and Programmes. These can be reviewed here.

The Housing Executive also has a number of consultations live at present. These can be viewed here.

Job Description

Ref No: 2026-170

Date: November 2026

Job Title: Chief Executive

Salary: £152,392 - £171,170

Reports to: Board of the Northern Ireland Housing Executive
The performance of the Chief Executive will be reviewed annually by the Chair in accordance with Housing Executive Policy.

Location: Housing Executive Headquarters – 2 Adelaide Street, Belfast, BT2 8PB

Main Purpose

The Chief Executive provides strategic leadership to ensure the Housing Executive delivers high quality housing outcomes and operates with integrity, efficiency, and ambition. Reporting to the Board, the Chief Executive sets direction, drives performance, provides policy advice to the Department and leads the change necessary to ensure achievement of the Housing Executive's statutory duties, Ministerial priorities and Government policy.

The Chief Executive ensures strong governance, effective use of public resources, and productive partnerships across government and the housing sector. As Accounting Officer, the postholder is personally accountable, through the Department for Communities, to the Northern Ireland Assembly for the proper and effective management of public funds and for maintaining robust systems of control and governance.

The Chief Executive is expected to embody Housing Executive values and lead an ethical, high performing organisation focused on delivering meaningful impact for people and communities.

Our Vision

'Everyone is able to live in an affordable, sustainable and decent home, appropriate to their needs, in a safe, attractive, and climate-resilient place.'

Our Values

MAKING A DIFFERENCE

- We strive to make people's lives better
- We put our customers first and deliver right first time
- We build strong partnerships and share great ideas

PASSION

- We are professional in all that we do
- We strive for excellence
- We look for new, creative, better ways to do things

FAIRNESS

- We treat our customers, staff and partners fairly
- We respect and promote diversity and equality for all
- We work in an open and transparent way

EXPERTISE

- We believe in our people
- We are constantly learning and developing
- We provide strong confident leadership

Key Responsibilities:

Purpose, Strategy and Outcomes

1. Work with the Housing Executive Board to set the vision and corporate strategies for the Housing Executive, aligning statutory functions with Government policy such as the Programme for Government and Ministerial priorities to deliver better housing outcomes across Northern Ireland.
2. Translate strategy into delivery through a robust approach to performance and oversight.
3. Lead transformation and innovation (including digital, data and service redesign) to improve quality, efficiency and impact using the principles of good programme and project management.

Leadership and Partnerships

4. Provide leadership across the housing ecosystem, working with Department for Communities, other departments, local government, housing associations, community and voluntary partners, and the private sector. Ensure the provision of evidence based policy advice to the Department to secure housing outcomes.
5. In conjunction with the Housing Executive Chair as appropriate, represent the Housing Executive publicly, building trust with tenants, communities, elected representatives and stakeholders, and acting as principal spokesperson on strategic housing issues.
6. Maintain the Housing Executive's strong influence on policy and investment decisions that affect housing need, supply, decarbonisation, and community wellbeing.
7. Develop and foster collaborative working relationships with relevant stakeholders across sectors.

People and Culture

8. Lead a cohesive Executive Team and wider Senior Leadership Team building organisational capability, succession and resilience, demonstrating positive leadership behaviours.
9. Drive cross functional performance and collaboration ensuring the continued development of a culture of high performance, customer orientation and continuous improvement across the organisation.
10. Personally drive the organisation's People Strategy and champion a culture of engagement, equality of opportunity, learning and development, health and safety and ensure effective employee relations are maintained in the Housing Executive.
11. Demonstrate a commitment to professional development and professional standards, ensuring this is role modelled, prioritised and enabled across the organisation so that people maximise their contribution to the Housing Executive throughout their career.

Performance, Finance & Resources

12. Exercise strategic stewardship of public funds, integrating medium term financial planning, value for money, prioritisation of capital and revenue, and prudent investment decisions.

13. Ensure robust financial management within the Housing Executive and the delivery of financial performance within the agreed budget and direction from the Department for Communities.

14. Report to the Board on organisational performance and ensure the development and provision of appropriate performance metrics to enable the effective scrutiny and decision making by senior management, the Housing Executive Board and the Department for Communities.

15. Ensure excellence and value for money in the procurement and delivery of contracted services.

Governance, Risk & Accounting Officer Responsibilities

16. Lead corporate governance and risk management, maintaining effective internal control and a strong assurance culture across the Housing Executive which is consistent with the organisation's responsibilities as a Quasi-Public Corporation and Non-Departmental Public Body.

17. As Accounting Officer, be personally accountable (through the Department for Communities Accounting Officer) to the Northern Ireland Assembly for regularity, propriety and value for money; sign the Annual Report and Accounts and provide robust governance statements and audit assurance.

18. Ensure that the Housing Executive complies with all relevant legislation and Departmental requirements, in particular the Partnership Agreement between the Housing Executive and Department for Communities and other requirements such as Managing Public Money NI, public sector procurement rules, Section 75 NI Act 1998 and the Health and Safety at Work 1978 (as amended).

19. Ensure and role model the highest standards of probity and good conduct in the Housing Executive and that the associated behaviours expected with good governance are understood by all employees.

Note: This summary of responsibilities and personal duties is not intended to be exhaustive. The post holder will be required to carry out other duties commensurate with the role.

Person Specification

Applicants must provide evidence by the closing date for applications that they meet the following **essential criteria**:

Criteria	Essential/ Desirable	When Assessed
Qualifications		
1. Possess a degree level qualification (Level 6) (or above) or equivalent qualification.	Essential	Application Form/ Pre-employment check
2. Demonstrate a commitment to professional standards and senior leadership development such as membership of a professional body and/or active engagement in professional development.	Essential	Application Form/ Pre-employment check
Knowledge, Skills and Experience		
3. Have at least 3 years' relevant senior management* level experience (gained within the last 5 years) in a large**, complex, multi-professional, performance orientated environment, as a member of the organisation's senior management team. ***Candidates must include dates to demonstrate the required years' experience.***	Essential	Application Form/ Interview
4. Demonstrate experience of:		
a. Successfully developing and delivering organisational strategy and corporate objectives aligned to Government policy within a challenging fiscal environment.	Essential	Application Form/ Interview
b. Leading senior teams to foster cross functional collaboration and drive results.	Essential	Application Form/ Interview
c. Effective partnership working, meeting the expectations of external stakeholders, commanding confidence and building positive working relationships in support of organisational objectives.	Essential	Application Form/ Interview
d. Leading major organisational change that delivers sustainable improvement and high quality services.	Essential	Application Form/ Interview
e. Analysing and interpreting complex organisational issues and information, making sound strategic judgements, managing risk, and ensuring good governance.	Essential	Application Form/ Interview
f. Effectively working with, influencing, and advising a Board or a Government Department on complex strategic matters.	Essential	Application Form/ Interview
In addition to the above, candidates will be assessed against the Chief Executive Core Competencies.	Essential	Executive Profiling/Interview

Criteria	Essential/ Desirable	When Assessed
5. Can demonstrate a strong understanding of public sector governance and accountability frameworks and the role and responsibilities of an Accounting Officer, including how to manage complex budgets effectively, along with the behaviours required to discharge these responsibilities effectively for the Housing Executive.	Essential	Application Form/ Executive Profiling/Interview
Other Requirements 6. Be available to regularly carry out duties outside of office hours in addition to basic contracted hours.	Essential	Application Form

Senior management is defined as experience at Director or Chief Executive Level in an organisation with a minimum of 300 employees and a budget of at least £30m.

***** The Housing Executive employs in excess of 3,500 staff and manages a revenue budget of c.£1.3billion***

Chief Executive Core Competencies

These will be evaluated at Interview and Executive Profiling Stages.

Competency	Description
Strategic Vision and Leadership	Provides clear strategic direction, anticipating future opportunities and challenges while aligning people, resources and partnerships to achieve sustainable organisational success.
Leadership Judgement	Exercises sound judgement, integrity and resilience, making balanced decisions in complex and uncertain environments while inspiring confidence across the organisation and its stakeholders.
Transformational Leadership	Leads significant organisational transformation, championing innovation and continuous improvement across boundaries through a one-organisation approach, ensuring the delivery of strategic priorities and organisational resilience.
Influence and Strategic Relationships	Builds trusted relationships across complex stakeholder environments, influencing, negotiating and collaborating effectively to achieve shared strategic outcomes.
Organisational Performance	Delivers strategic priorities by creating an inclusive, high-performing culture that develops capability and accountability and empowers people to act.
Strategic Resource Management	Provides strategic oversight and management of financial, physical and human resources, ensuring value for money, long-term sustainability and the effective management of public assets.
Governance and Accountability	Provides strong governance and assurance through effective risk management, ethical leadership, transparency, accountability and compliance, maintaining confidence in organisational decision-making.

Selection Process

The details of the Selection Process are outlined below. Please note that dates indicated may be subject to change.

Stage 1 – Application and Deadline for Applications

Completed applications must be submitted on the GetGot recruitment portal **by 4.30pm on Thursday 3 December 2026.** The online application form can be accessed at http://nihe.getgotjobs.co.uk. Late applications will not be accepted. It is the candidate's responsibility to ensure that their completed application has been received by the closing date and time. Candidates who require the application information in an alternative format, or who require a reasonable adjustment, should contact **Chantelle Harris at GatenbySanderson** on chantelle.harris@gatenbysanderson.com or **07384 460 191.**

Stage 2 – Preliminary Interview

Candidates who meet the essential criteria based on their initial application will be invited to a virtual preliminary interview where relevant skills, knowledge and experience will be further tested. Preliminary interviews are scheduled for **w/c 14 December 2026.** Candidates will be required to meet the agreed minimum standard to be shortlisted for further assessment.

Stage 3 – Executive Profiling

Shortlisted candidates will be invited to complete three psychometric assessments followed by a virtual validation interview with an Occupational Psychologist, to assess against the Chief Executive Core Competencies. Links to access assessment questionnaires will be issued on **Wednesday 6 January 2027.** There is a minimum score to be obtained to progress to final interview. The score obtained will form part of the final selection decision.

Stage 4 – Final Panel Interview

Successful candidates will be invited to a Final Panel Interview on **Thursday 28 January 2027**. This will involve a presentation to the Panel and an interview and there is a minimum score to be obtained. Further details regarding the focus of the interview will be provided to candidates progressing to this stage. Please note that dates may be subject to change. The Panel also reserves the right to hold additional interviews if required.

Stage 5 – Pre-Employment Checks

The successful candidate will be offered employment subject to satisfactory completion of all the pre-employment requirements detailed below:

A. Medical questionnaire – An occupational health appointment may be required prior to appointment.
B. References – Offers of appointment are conditional upon receipt of two satisfactory written employment references.
C. Access NI Basic Disclosure Check through a responsible body.
D. Documentary evidence that you are eligible to work in the UK.
E. Verification of the educational/vocational qualifications and professional memberships detailed on your application form. This may include any relevant original examination certificates.
F. Self-Declaration of any existing or pending matters which may be relevant to the role of Accounting Officer.

Summary of Terms and Conditions

Conditions of service are contained within the Conditions of Service Handbook of the Joint Negotiating Committee for Local Authority Chief Executives. This is a summary of the conditions of appointment and is not intended to be exhaustive. Further information is available in the Useful Links below.

Salary

The salary offered will be within the scale **£152,392 - £171,170.** The actual starting salary offered will be commensurate with the experience, qualifications and competencies of the successful candidate.

Working Week

The working week will be variable and will comprise the hours necessary to fulfil the obligations of the post.

Pension

You will be entitled to join the Northern Ireland Local Government Officers Superannuation Scheme (NILGOSC). This is a defined benefit scheme and as an employee you will pay a rate of 10.5%.

Probation

Appointment is subject to completion of a six-month satisfactory probationary period.

Notice Requirements

Subject to any provisions contained in legislation, the appointment may be terminated by three months' notice given by either party.

Pre-Employment Checks

The successful candidate will be offered employment subject to satisfactory completion of all the pre-employment requirements detailed under Stage 5 of the Selection Process.

Useful Links

NILGOSC website

Recruitment Timetable

Anticipated dates are shown below. This schedule may change for operational reasons.

Milestone	Date
Closing date for applications	4.30pm on Thursday 3 December 2026
First shortlisting stage	Wednesday 9 December 2026
Preliminary interviews	Week commencing 14 December 2026
Second shortlisting stage	Tuesday 5 January 2027
Executive Profiling issued	Wednesday 6 January 2027
Final shortlisting stage	Wednesday 20 January 2027
Final Panel Interviews	Thursday 28 January 2027

Recruitment Procedure

The recruitment and selection of the Chief Executive will be in accordance with the Local Government Staff Commission Code of Procedures on Recruitment and the Housing Executive's Resourcing Policy and Procedures.

Equal Opportunities

The Housing Executive is committed to providing equality of opportunity. All appointments are based solely on merit.

Any request for a reasonable adjustment to the recruitment process or arrangements should be made to **Chantelle Harris at GatenbySanderson** on chantelle.harris@gatenbysanderson.com or **07384 460 191** at the earliest opportunity, so that appropriate consideration and support can be provided.

Canvassing

Canvassing, in any form, oral or written, direct or indirect, will lead to disqualification.

Changes in personal circumstance

Please ensure that you inform GatenbySanderson of any changes in your personal circumstances during the recruitment process.

If you decide at any stage of the recruitment process to withdraw your application, please notify **Chantelle Harris at GatenbySanderson** as soon as possible by emailing chantelle.harris@gatenbysanderson.com or calling **07384 460 191**.

Appeals/Feedback

Please note that candidates cannot appeal any stage of the selection process. Feedback may be provided on receipt of a written request to **Chantelle Harris at GatenbySanderson** on chantelle.harris@gatenbysanderson.com

Housing Executive

nihe.gov.uk

CS-91-02-26-JG