



Islington & Shoreditch  
Housing Association

# Director of Development and Building Safety



Recruitment Pack

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*Parkhurst Road development*



# Welcome

I am pleased you are considering joining our Leadership Team at ISHA. This recruitment pack has been designed to introduce you to ISHA, the role, and our mission to provide high quality homes and services and contribute to thriving communities in north and east London.

I joined as Chief Executive in October 2025 and have already seen how ISHA is a special organisation, uniquely placed as a community based, ambitious, developing association that is well positioned to build on its platform to improve.

Like all housing associations we've had to grapple with how we prioritise building safety, increasing regulation and the need for further investment to improve our existing residents' homes with our commitment to build the desperately needed housing London needs. We are clear, with the right balance, we can do both. Continuing our development programme is important to us and we are outwardly focused, constantly looking at new opportunities to build genuinely affordable homes to rent and for shared ownership.

This is an exciting journey for us. You will be joining just as our new corporate strategy has launched, alongside our new values and behaviours. The corporate strategy has a renewed emphasis on service improvement and the scaling up of our community investment activities, improving our operational data and insight and maintaining and improving our business resilience. You will be very much at the heart of this, not just in your area of direct responsibility, but leading from the front across the organisation instilling the values and behaviours we need in all areas to deliver for residents.

As a key member of our Leadership Team responsible for our development and building safety, you will need to keep us safe and resilient. We have good base from which to start and need you to bring your vision, skills, and capacity for delivery to take this to the next level.

I hope we've inspired you to consider this opportunity further but please do your own due diligence, ask others what they think of us and speak to our recruitment agency. I am confident you will see and hear good things.

**Pippa Fleetwood-Read**  
Chief Executive



# Our new values

Our purpose:

**To provide quality, safe, and affordable homes across north and east London.**

Our mission:

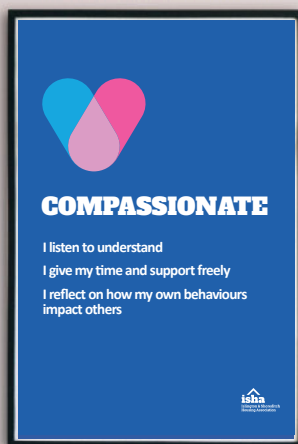
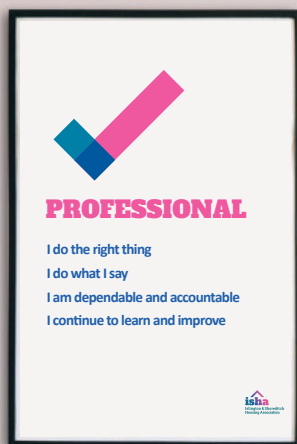
**Provide high quality homes and services and contribute to thriving communities.**

Our values:

**Professional**  
**Motivated to Deliver**  
**Compassionate**  
**People Focused**

We live our values every day and take pride in the diversity of our communities. We are committed to creating inclusive spaces where residents feel happy, respected, and able to be themselves.

We foster safe, welcoming, and supportive environments, and we do not tolerate racism, sexism, sexual misconduct, violence, bullying, or any form of abuse, whether sexual, physical, verbal or emotional. This applies to everyone within our communities, including colleagues, residents, contractors and stakeholders, both in person and online.



# Our Leadership Team



**Pippa Fleetwood-Read**  
Chief Executive

Pippa has spent 20 years dedicated to providing quality homes and places, reducing homelessness, supporting vulnerable people and empowering communities.

From her first full time job working with residents on a regeneration project in Lewisham to her previous role as Managing Director at another housing association, she has supported community-based action.

She is passionate about what can be achieved when residents and local associations work together in their communities. Pippa wants to continue to evolve our mission to deliver safe homes, quality places to live and to continuously improve the service we provide to our residents.



**Jerome Geoghegan**  
Deputy CEO and Director of Development and Building Safety

Jerome joined ISHA as its Director of Development in April 2024, bringing with him more than 35 years of experience in the development and real estate industry, covering all residential tenures.

His extensive background spans mixed-use urban schemes, partnerships and joint ventures, regeneration, strategic land, and affordable housing.

Jerome has held executive and board director positions in both the Registered Provider and private sectors and has also managed his own consultancy business for a time.

With a strong track record in delivering new homes, particularly in London and the southeast, Jerome has established and maintained numerous partnerships, supporting others in their endeavours to create new housing opportunities.

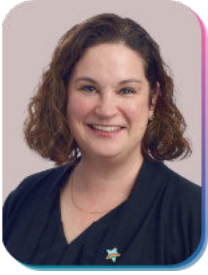


**Mike Finister-Smith**  
Interim Finance Director

Mike has had many years of experience as a specialist social housing finance expert, working as part of leadership teams for a variety of organisations. Before that he has also worked as a lead advisor on several large-scale voluntary transfers of council houses from local authorities to newly created registered social housing providers and has over 20 years local authority finance experience.

Mike is also on the boards of two other social housing providers, being Chair of Audit and Risk at Trent and Dove Housing in Staffordshire and part of the Customer Focus Committee at Ongo Homes in Lincolnshire.

Mike enjoys watching football, travelling and spending time with his family. He is also a Pets as Therapy volunteer and takes his two dogs to visit to schools, universities and care homes.



**Thea McNaught-Reynolds**  
Director of People and Performance

Thea joined ISHA at the end of 2021 as the Head of Communications and Involvement and was delighted to become Director in 2023.

She brings over 20 years of strategic communications experience, influencing audiences and delivering behaviour change outcomes in the public and private sectors, including leading high-profile marketing campaigns for PwC.

With her strong interest in diversity and inclusion, she incorporates her values into everything she does and is passionate about creating spaces where people can thrive.

Taking on responsibility for People and Culture in combination with Communications, Resident Involvement and Complaints at ISHA is a natural extension of her people focus and strengthens ISHA's commitment to compassion and respect in all we do.

Thea is the senior executive responsible for complaints and for ensuring compliance with the consumer standards.



**Jo Ellis**  
Interim Director of Housing & Neighbourhoods

Jo joined ISHA as Interim Director of Housing and Neighbourhoods in November 2025.

Jo's passion is for inclusive leadership and a commitment to improving lives through housing, care, and community investment. She does so with more than 35 years' experience as an executive and non-executive leader in the UK social housing sector. She is the Owner and Director of G&A Consulting Ltd, where she brings strategic insight, commercial acumen, and a deep commitment to social purpose to organisations across the housing and care landscape.

Jo's career spans senior leadership roles in housing associations, ALMOs, and charitable organisations, as Executive Director of Operations at Town & Country Housing (part of the Peabody Group), and Chief Executive of Eastbourne Homes Ltd. Her leadership has driven transformational change, improved service delivery, and strengthened governance across complex, regulated environments.

# Our Board



## **Robert (Bob) Heapy**

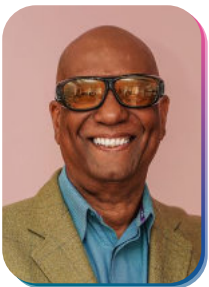
Chair

Bob Heapy joined the board in June 2025 as Chair designate and became Chair of ISHA's Board at the AGM in September 2025.

Bob's extensive biography includes CEO roles, directorships and board roles. He has held significant positions in the housing sector for more than 25 years, including with Quartz Housing Ltd, Town & Country Limited and Peabody Trust.

He is eager to work closely with our residents, build on ISHA's successes, and shape a bright future.

*Committee membership: People, Property investment.*



## **Alwyn Lewis**

Chair of Property Investment Committee

Alwyn Lewis is the former Chief Executive of Hornsey Housing Trust and has had a 40-year career in the third sector.

He has a track record in social housing and a reputation for putting tenants first and for making things happen. He was attracted to the role at ISHA because of our strong social purpose, our desire to deliver high-quality services and to positively effect social change, especially with ethnically diverse communities who experience social and economic disadvantages.

Alwyn shares ISHA's vision to working with us and residents to co-create homes and communities where everyone can flourish.

*Committee membership: Property investment, People.*



## **Jonathan Bunt**

Chair Audit & Risk Committee

Jonathan is a qualified accountant and public finance expert. He worked in finance for local authorities for around 17 years, including as Chief Finance Officer and Strategic Director of Finance and Investment at the London Borough of Barking & Dagenham.

Jonathan has held numerous non-executive Director roles, including Vice Chair and Chair of the Treasury Committee at Golden Lane Housing, Chair of Audit and Risk at Broadway Living Ltd, Christian Action Housing Association, and Barnsbury Housing Association, where he previously chaired the Asset Management Group. He also co-founded and is a Director of Beehive Affordable Homes, acquiring housing association homes for lease to local authorities at affordable rents. Since 2017 he has been a consultant, advising local authorities on new affordable housing vehicles, capital planning and financial modelling.

*Committee membership: Audit & risk.*



**Justin Fisher**

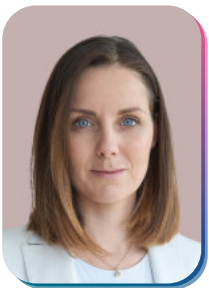
Senior Independent Director, Chair of People Committee

Justin has worked in the social housing sector for 27 years, specialising in IT and asset management within the housing sector, but also in other areas such as highways, infrastructure and environmental services.

He has consulted and worked with over 100 housing providers in the last 15 years, including a diverse group of social landlords. He was previously a Board Member for seven years for an award-winning rural specialist provider in Lincolnshire.

He is currently the Product Owner for a software system that manages over 1m social homes for around 200 housing providers. Prior to that he worked as a housing, assets and IT consultant, and in 2018 spent eight months working with The London Borough of Barking and Dagenham on their new IT implementation and their asset management strategy.

*Committee membership: Remuneration, Property investment.*



**Alison Hatcher**

Alison Hatcher is an independent pensions consultant and professional trustee. She previously served as CEO of HSBC Retirement Services Limited and Head of Global Pension Strategy Corporate Clients. Alison is one of the founders of Women in Pensions, an industry group that supports women. She is an active participant in the pensions and retirement markets, speaking at conferences.

Alison sits on the Pensions Regulator's Board and has previously served on the Pensions and Lifetime Savings Association's Board. She is also a member of the investment subcommittee for Warwick University.

*Committee membership: Audit & risk.*



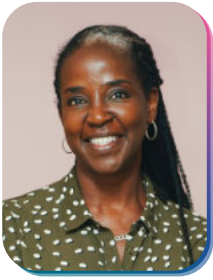
**Gemma Colby**

Gemma Colby is Head of Customer Experience (CX) at First Central Insurance Group, where she leads the CX team to design and deliver the business-wide CX strategy, bring the customer's voice to life, and lead improvement of the end-to-end (E2E) customer experience. She is an experienced Customer Service and CX professional and award-winning CX Leader.

Gemma joined the Board in September 2022. She sees it as a great opportunity to transform lives and is excited to contribute to an organisation that has ambitious plans with a social purpose.

Gemma is passionate about customer experience and using it to deliver amazing end-to-end experiences. She feels it is a great time to join our Board, help us deliver our strategy and transform our service delivery to change people's lives for the better.

*Committee membership: People, Board member responsible for complaints.*



### **June Riley**

June began her training in accountancy by entering the NHS as a graduate trainee shortly after leaving University. She is a qualified accountant and completed an accredited MBA with Manchester Business School to add value to her career as an accountant.

June has worked in housing for almost 20 years and was a Finance Director in a housing association managing over 17,000 homes. She is now a Group Finance Director in one of the largest mental health charities in the country.

June has served in a voluntary capacity on several Boards, including Newham Homes Ltd, which was managing over 27,000 homes. She has previously served as a Non-Executive Director on the Barnet Homes Group (TBG) board for seven years, where she also held a Senior Independent Director (SID) role.

*Committee membership: Audit & risk.*

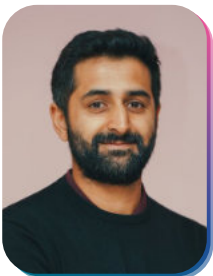


### **Mohammed Baporia**

Mohammed is a family member of an ISHA shared owner. Like Daven, his personal experience inspired him to apply for a board member role. Mohammed is keen to give back to the community and help ISHA to deliver quality and truly affordable housing to those that need it most. He also aims to ensure the high standards set by ISHA's Board are being met.

Mohammed is a qualified accountant and tax manager working for a UK real estate investment trust.

*Committee membership: Audit & risk.*



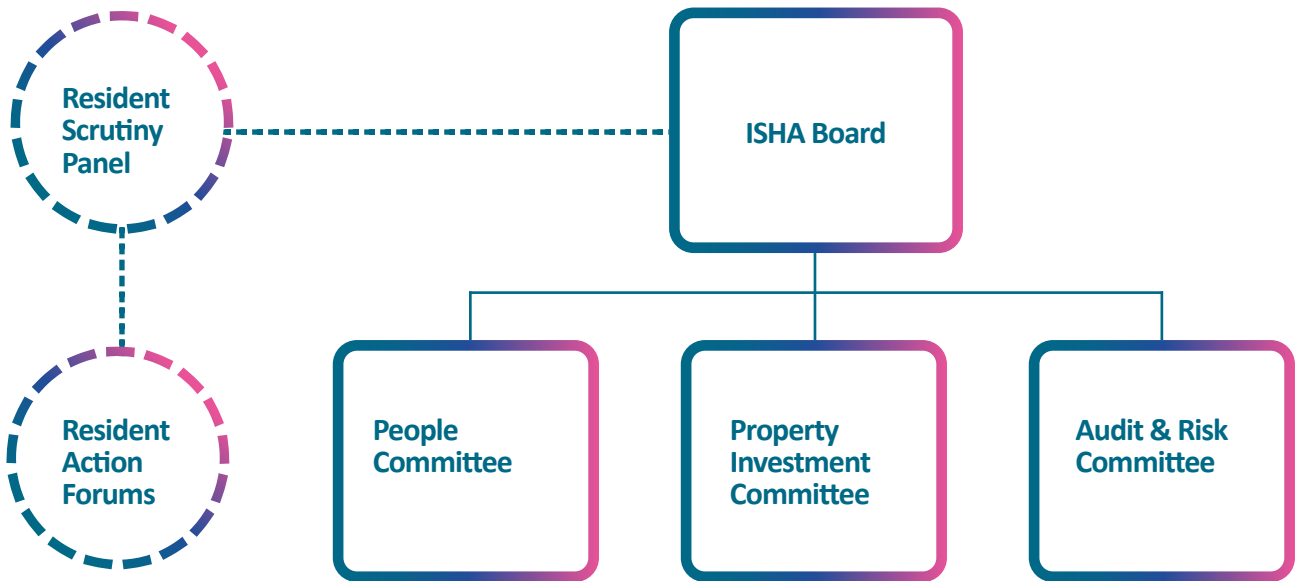
### **Daven Masri**

Co-opted Property Investment Committee member

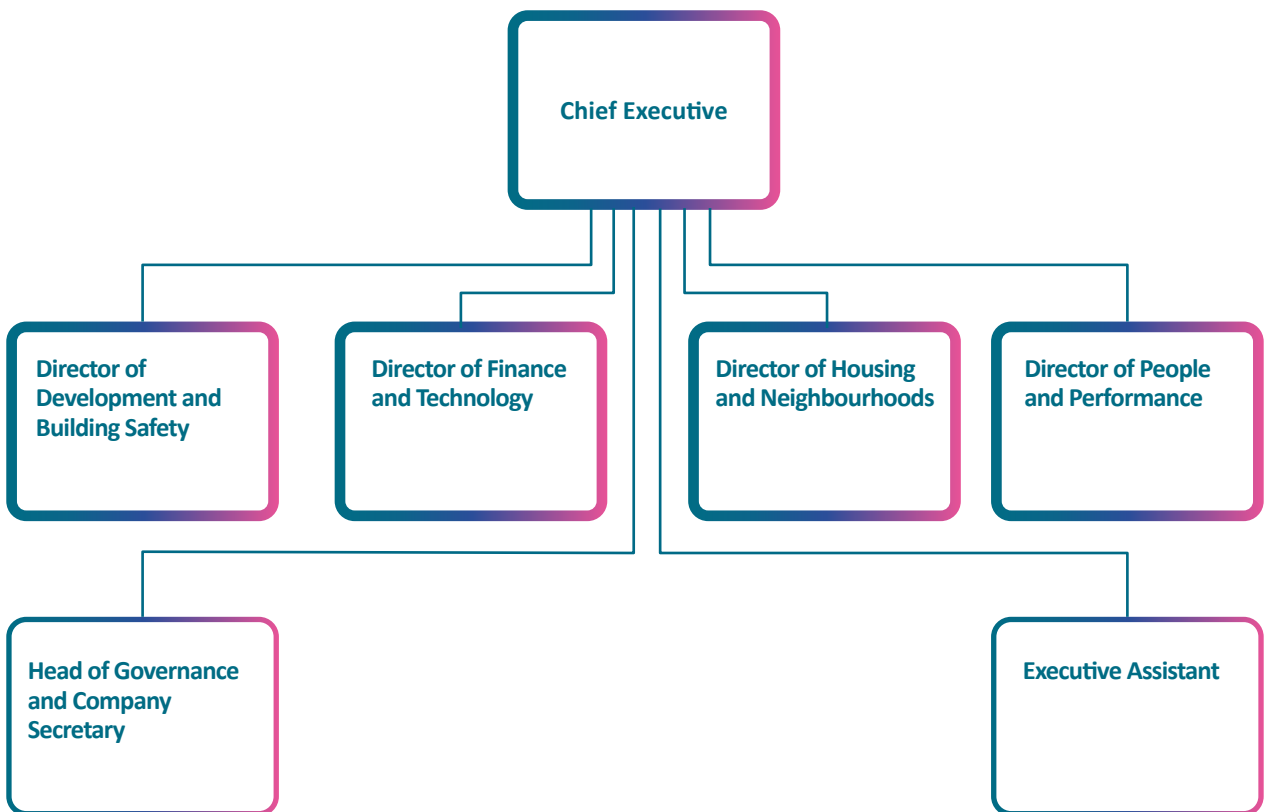
Daven is an ISHA leaseholder. Owning his own home improved his life so much that he was inspired to apply for a Board Member role to ensure that others could continue to benefit from the same opportunity. He hopes that his perspective will serve the Board well and lead to more affordable homes that enrich the communities ISHA operates within.

An environmental engineer for more than 10 years, Daven is a Founding Director at Wave Consulting Digital Engineers which focuses on Building Information Modelling (BIM) and environmental design. Daven served on ISHA's board for five years before moving abroad. He continues his work as a co-opted member of the Property Investment Committee.

## ISHA Governance Structure



## Leadership Team and CEO Directorate



# Job Description

<b>Job Title:</b>	Director of Development and Building Safety
<b>Location:</b>	ISHA, 102 Blackstock Road, Finsbury Park, N4 2DR
<b>Reports to:</b>	Chief Executive
<b>Direct reports:</b>	Principal Development Manager (programme delivery); Principal Development Manager (New Business); Principal Sales and Marketing Manager; Commercial Manager; Head of Partnerships, Procurement and Energy, Assistant Director of Building Safety and Compliance, Senior Project Manager
<b>Team:</b>	Development and Building Safety
<b>Directorate:</b>	Development and Building Safety

**Job purpose:** As the Director of Development and Building Safety you will drive the delivery of quality homes and places, ensuring new and existing homes are safe and compliant and risks are mitigated appropriately. With your Leadership Team colleagues, you will provide strategic direction and drive delivery across ISHA, helping establish a people (resident and colleague) focused, high-performing, culture.

**ISHA values:** Consistently demonstrate and champion ISHA's values through your behaviours, decisions, and interactions with colleagues, residents, and partners, whilst always acting as a positive and visible role model for our values of **Professional, Motivated to Deliver, Compassionate and People Focused**.

## Key accountabilities:

- With Board and Leadership Team, establish the strategic objectives, business and financial plan and culture for delivery. Motivate and develop employees to implement these and achieve ever higher levels of resident satisfaction, value for money and service improvement.
- Play a full role in high quality governance, partnering with ISHA's Board and its committees with honesty and integrity and delivering timely, quality papers and information to support their role. Be the lead officer for the Property Investment Committee, working closely with the committee Chair. Away days and meetings are weekend/evenings.
- Oversee a small, centralised procurement function, ensuring adequate engagement and the creation and monitoring of metrics and practices that test compliance and deliver value for money and resident-focused procurement across ISHA.
- Meet all statutory and legal obligations – and keep abreast of how they are changing.
- Be responsible for the development, embedding and compliance with a performance framework and indicators for your areas of operation. Report accurately and transparently to residents, the Board and relevant third parties (including regulators) on these.
- Develop and lead on risk management within your Directorate, ensuring key risks are embedded within ISHA's risk assurance framework.
- Lead the directorate, ensuring quality people management, and effective delivery of the full range of functions to agreed budgets, from new business to programme delivery, to health and safety and compliance.
- Deputise for the CEO as necessary, including managing emergency events and liaising with stakeholders, residents and the media.

## Development

- Help keep the communities ISHA exists to serve, mixed and vibrant by securing viable opportunities for and delivering quality social and shared ownership homes.
- Ensure the homes we build are of a high quality, based on up-to-date and relevant design brief and employers' requirements, and an asset to the people who live there, and ISHA in the long term.
- Ensure quality handover to Housing and Neighbourhoods colleagues to provide the best experience possible for colleagues and residents moving in.
- Deliver an effective sales and marketing strategy for shared ownership homes and disposals.
- Through leadership of the North River Alliance (NRA) consortium, help other housing associations deliver their development aspirations

- Consolidate and build partnerships with local authorities, and other anchor institutions who serve our communities, such as the GLA.
- Work with funders and partners, ensuring compliance with their funding and audit requirements.
- Oversee the procurement of insurance services for ISHA and its properties.

#### **Commercial and Energy**

- Develop and deliver ISHA's commercial strategy, ensuring properties are well managed and maximise returns. Ensure the commercial strategy and emerging community investment strategy are linked and synergies maximised.
- Ensure ISHA is compliant in relation to its provision of energy, including heat networks, CHP and PV/Solar, ensuring value for money and cost-efficiency are maximised for ISHA and residents.

#### **Building Safety and Compliance**

- As ISHA's designated lead for Health & Safety, carry out the functions as defined in section 126b and 126c of the Housing and Regeneration Act 2008, as amended by the Social Housing (Regulation) Act 2023.
- Lead the Building Safety and Compliance teams, meeting all statutory and legal obligations for the management of buildings and ensuring compliance with all current and emerging building safety regulations (such as the Building Regulations 2010, Regulatory Reform (Fire Safety Order) 2005, Fire Safety Act 2021, Building Safety Act 2022, Fire Safety England Regulations 2022, relevant approved documents (particularly structural, fire, gas and electrical) and industry standards, including all compliance elements of the regulatory framework.
- Identify and deliver the remediation programme of buildings with fire and other defects or identified issues, ensuring ISHA is compliant with Fire and Building Safety legislation and maximising cost-recovery from developers and/or other routes. Deliver the programme on a risk-based approach, with timeliness and quality communication with and between all stakeholders, especially residents.
- Lead a refreshed ISHA approach to emergency planning, including overseeing the production of an updated Business Continuity Plan. Ensure strong engagement with the Plan and emergency arrangements by necessary departments. Review lessons learned from incidents and embed necessary changes.

#### **General**

- Have a passion for the development of employees across the business, starting with outstanding management, motivation, support and development of your direct reports.
- Take responsibility for the induction, training and career advancement of the employees in your directorate, ensuring they are managed and motivated appropriately, with performance issues tackled in a fair and consistent manner.
- Set and manage organisational and directorate budgets.
- Ensure that health and safety concerns for employees and residents are appropriately addressed.
- Play an active role in our strategic intent to be a proudly anti-racist and inclusive organisation and deliver our equity, diversity and inclusion strategy.
- Represent ISHA in relevant internal and external forums.

**Essentials:** In addition to the principal accountabilities of the role, there are several significant elements that we deem them essential for every role at ISHA:

- Ensure safeguarding responsibilities are fully and effectively met by embedding ISHA's safeguarding procedures into practice and decision making, and by promoting a safeguarding culture appropriate to the scope and seniority of the role.
- Champion equity, diversity and inclusion in all aspects of work, ensuring policies are actively applied and the principles of fairness, inclusion and respect are positively promoted with colleagues, residents and wider stakeholders.
- Maintain a safe, compliant and responsible working environment by ensuring full adherence to health and safety and data protection requirements, and by promoting practices that protect personal wellbeing, organisational data and the safety of others.
- Ensure organisational priorities are met through flexible and responsive working, adapting approach and taking on additional reasonable responsibilities as required to support the needs of the team, directorate and ISHA, as and when required.

# Person Specification

## Director of Development & Building Safety

<b>Right to work in the UK</b>	
1. Proof of eligibility to currently work in the UK (we are unable to offer sponsorship)	<b>Essential</b>
<b>Education and Qualifications</b>	
2. Educated to degree level or equivalent professional qualification	<b>Essential</b>
3. Membership of a relevant professional body	<b>Essential</b>
4. Highly literate and numerate	<b>Essential</b>
<b>Knowledge, Skills and Competencies</b>	
5. Working in senior positions at a strategic level, delivering demonstrable improvements/ outcomes	<b>Essential</b>
6. Experience of devising and delivering effective strategies, business plans and projects	<b>Essential</b>
7. Management of high-performing multi-disciplinary teams	<b>Essential</b>
8. An excellent track-record in development and Health & Safety, ideally within the housing association sector	<b>Essential</b>
9. Effective working with a wide range of stakeholders	<b>Essential</b>
10. Working in a customer/resident/service user centric organisation with evidence of customer involvement to improve products or services	<b>Essential</b>
11. Experience of governance and compliant procurement – including understanding effective controls, assurance and risk management	<b>Essential</b>
12. Excellent interpersonal skills and demonstrable ability to build rapport quickly and effectively with a wide range of colleagues and other stakeholders	<b>Essential</b>
13. Excellent people management skills and the ability to bring out the best in others, experience of coaching is desirable	<b>Essential</b>
14. Excellent written and presentation skills and the ability to communicate well, nuancing messages for different audiences	<b>Essential</b>
15. The ability to devise and execute strategies that deliver the intended outcomes in a timely, cost-effective way	<b>Essential</b>
16. Creative problem-solving skills and ability to find pragmatic, but impactful solutions	<b>Essential</b>
17. Effective project management	<b>Essential</b>
18. A strong working knowledge of building safety/compliance and the legislative and political context in which it is delivered	<b>Essential</b>
19. A strong working knowledge of energy provision and the regulatory context in which it is delivered	<b>Essential</b>
20. Effective budget setting	<b>Essential</b>
21. Tested negotiation skills, with strong commercial acumen	<b>Essential</b>
<b>General</b>	
22. The ability to work in complex, ambiguous times, while maintaining clarity of purpose and being true to one's values	<b>Essential</b>
23. An understanding of public policy and political context in which ISHA operates and its residents live	<b>Essential</b>
24. Comfortable with the level of accountability and responsibility at director level	<b>Essential</b>

# Terms and Conditions

## Remuneration:

£127,305

## Annual leave entitlement:

30 days annually, plus bank holidays, rising to 31 after five years of service. ISHA is closed between Christmas and New Year with three days annual leave automatically deducted

## Working hours:

Work-life balance is important to us, and we have a 35-hour working week. However, as a Director there will be times when it is necessary to work flexibly to fulfil the role, including additional hours. This is not however a general expectation. Attendance at Board meetings, Committees, residentials and away days is a requirement of the role.

## Probation and notice period:

Probation is six months and the notice period thereafter is six months.

## Location:

At ISHA's offices, 102 Blackstock Road (Nr Finsbury Park), London N4 2DR.

## Non-contractual employee benefits:

**Pension:** Defined Contribution as a salary sacrifice. Starting at employer (ER) contribution of 6% and 2% employee (EE), or match funded up to a maximum of 10% from ER and EE.

**Emergency leave:** Up to five days per annum for unexpected emergencies. Day one is paid on five occasions to allow employees time to make alternative arrangements.

**Financial services:** We joined with the London Credit Union that provides employees with fair, ethical, and affordable financial services. You can also access the home contents insurance negotiated for our residents.

**Healthcare plan (after probation)** to support wellbeing, covering dental, optical and physio, plus access to stress helplines and more.

**Working flexibly:** Some working from home days per week with prior managerial approval. With monthly designated 'all in' days (we don't offer hybrid contracts at ISHA).

## Support for continuous professional

**development:** Everyone has a Personal Development Plan, and we offer opportunities to take qualifications, contributing partial funding and study leave. We also offer study loans repayable over 10-months.

**Social opportunities:** as a small organisation we meet regularly as a whole team, celebrate successes and share experiences.

**Other:** Eye care vouchers, cycle to work scheme, Interest Free Season Ticket Loan (after probation). Employee Assistance Programme (EAP). Support for continuous learning and development. Management Academy for managers, social opportunities, staff awards.

## Equality, Diversity, and Inclusion statement:

We expect all ISHA's staff, residents, and stakeholders to be treated equitably and with respect in their dealings with us.

We will be inclusive and reflect the rich and diverse communities we exist to serve.

We will work to earn the trust and confidence of staff, residents, and stakeholders that they can expect - from us and our contractors - respect, fairness, and equitable treatment.

# Provide high quality homes and services and contribute to thriving communities.





102 Blackstock Road  
London  
N4 2DR

**isha**  
Islington & Shoreditch  
Housing Association