

A couple, a man and a woman, are standing in front of a brick house. The man is wearing a white polo shirt and grey sweatpants, and the woman is wearing a blue floral dress and a denim jacket. A large red arrow points towards them from the top left. In the background, there is a faded image of the same couple in white polo shirts and light-colored pants, walking towards the camera.

# Accent

## **Recruitment Pack** *Accent Board Trainee*



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# About US

We are *Team Accent*. We were formed in *1966* and have grown in the time since to now serve over *41,000* customers across the *north, east and south* of the country.

**We are driven by the belief that helping to solve the housing crisis gives people stability, a foundation for better living, and contributes to local and national growth. For almost 60 years, we've been giving people a place to call home, and we'll continue to do so. Because it's this purpose that inspires everything we do.**

We know the difference we can make across our areas of operation. Guided by our values, vision and purpose, we provide top-quality homes and services, playing our part in overcoming the challenges faced by households on lower incomes. It's our responsibility to deliver the best standard possible so that every customer feels it is truly good to be home.

At Accent, we care. We are inclusive, smart, and driven. We work in partnership with others to make sure our customers and communities are heard, supported, and able to grow and thrive. Our customers' voice shapes our decisions, and we invest in our colleagues so they can deliver the best outcomes—together creating moments that matter.

We're proud to make a positive difference to society, to nurture thriving communities, and to build something special. Everyone has a part to play, and our team of passionate, dedicated people share their ideas and energy to drive change for the better.

If you're ready to achieve your ambitions and build a future with a purpose-driven organisation, Accent is a place where you can thrive.

Caring



We are genuine people who care

Driven



We do whatever it takes to get it right

Smart



We challenge ourselves to improve every day

Inclusive



We ensure that every voice is heard

# OUR AREAS OF OPERATION

## North Region

41 – Local Authorities  
11,937 – Properties

### Top Local Authority Areas

🏠 2,177 – Bradford  
🏠 884 – South Ribble

## East Region

19 – Local Authorities  
5,528 – Properties

### Top Local Authority Areas

🏠 1,999 – Peterborough  
🏠 714 – Huntingdonshire

## South Region

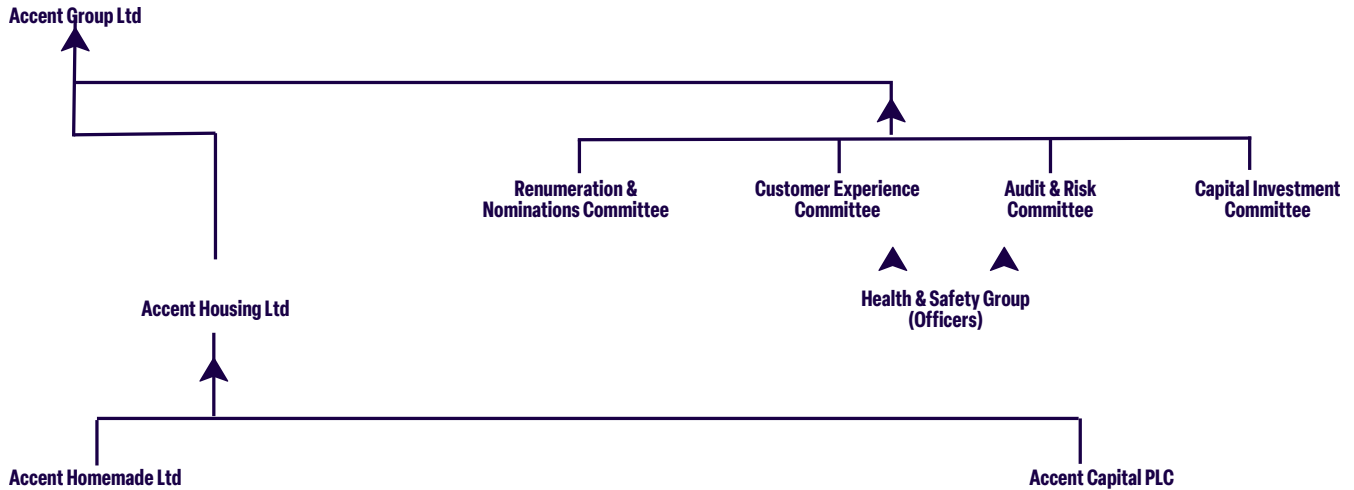
11 – Local Authorities  
4,137 – Properties

### Top Local Authority Areas

🏠 3,134 – Surrey Heath  
🏠 248 – Runnymede



# Organisational Structure



## Executive Directors

**Nick Apetroaie**

*Chief Executive Officer*

**Kirsty Spark**

*Executive Director of Finance and Business Services*

**Alex Liburd**

*Interim Executive Director of Assets and Compliance*

**Steve Morris**

*Interim Executive Director of Development and Sales*

**Debbie Hinbest**

*Interim Executive Director of People and Culture*

## Board Members

Nigel Wright - Group Board Chair

Nick Apetroaie - Chief Executive Officer & Co-Opted member

Ade Adebayo - Non-Executive Director

Helen Jagger - Senior Independent Director

Nici Audhlam-Gardiner - Non-Executive Director

Ilona Blue - Non-Executive Director

Akshay Shah - Non-Executive Director

David Williams - Non-Executive Director

Simon Brooksbank - Non-Executive Director

Michelle Gregg - Non-Executive Director





► **Helen Jaggar,**  
*Senior Independent Director  
and Chair of Remuneration  
& Nominations Committee*



At Accent we are  
keen to ensure that  
we demonstrate  
our *commitment*  
*to EDI* with action  
and not just words.

We want capable and skilled Board & Committee members which also reflect diversity and lived experience.

The Accent Board Trainee role supports our approach to succession planning based on accessibility and merit. As Chair of the Remuneration & Nominations Committee I'm very excited about this scheme and I hope you are too and see the opportunity this offers.

# Welcome to a Place to Grow *Accent Board Trainee*

“The need for board diversity is well-established in the housing sector. Indeed, the 2020 National Housing Federation Code placed an emphasis on boards taking an active lead in setting their own composition and reflecting their areas of operation.”  
*Housing Diversity Network*

**We're really pleased you're considering this opportunity to join Accent as our Accent Board Trainee.**

Accent is proud to be a place to grow, and our partnership with HDN reflects that commitment.

This two-year programme is designed to support your development through learning, mentoring, and hands-on experience. It's a key part of our succession planning, helping to nurture and empower future Board members from diverse backgrounds across the housing sector.

Throughout the programme, you'll gain valuable insight into what it means to be a Board member. You'll attend a range of Board and Committee meetings, contribute to discussions that shape our services, and be supported by an experienced buddy who will guide your learning journey.

**You'll also build skills and knowledge in areas such as:**

- Governance and regulation of housing associations
- Government Housing Policy direction, strategy and impact
- Diversity of thought – to using your skills in the boardroom
- Role of Audit and Internal Controls assurance
- Value for Money and management of risks
- Understanding financial reporting and treasury management
- Customer engagement – understanding our customers
- Health and Safety Assurance
- Business transformation
- Managing assets

This programme is designed to be a place to contribute, a place to learn, and ultimately a place to lead. If you have any questions about the commitment or logistics, we're here to support you.

If you have any questions or would like to talk more about what to expect, We'd be happy to chat.



# Role Profile

Accent

**Job title:**

Accent Board Trainee

**Accountable to:**

Chair of Board

## *Role Purpose*

To contribute to the Accent Board through involvement in discussions to support and enhance organisational services and customer experience whilst also building your skills, confidence and knowledge which will support a future application to a Non-Executive Director role.

## *About You*

We are looking for people who have experience, ideas or a passion for making a positive impact on the communities in which they live. If this sounds like you, this could be a perfect fit.

If you have experience in social housing, supporting communities, championing inclusion, people services or marketing we would love to hear from you!

## *Role Responsibilities:*

Observe board and committee meetings regularly ensuring meeting papers have been read ahead of time.

Engage fully in the Housing Diversity Network (HDN) Board Trainee Programme.

Work with the Governance Team to provide regular feedback to the Board on the HDN Programme.

Be a representative of Accent Group by promoting our values

Promote good governance.

Contribute to the creation of a positive culture within the Board and Committees.

## *Person Specification:*

Passion, lived experience or knowledge of the social housing sector

Focused on achieving the best customer outcomes  
Eager to learn about the role of a Board Member.

Ambitious, organised and self-disciplined.

Excellent listening and communication skills.

Ability to demonstrate impartiality, objectivity and integrity.

Demonstratable commitment to equality, diversity and inclusion and an understanding of the impact on less represented groups.

A high degree of confidentiality.

# Commitment, Remuneration & Meeting Dates

## What to expect

We want Accent to be a place where everyone belongs – and that means recognising the need for flexibility to suit different personal circumstances.

That said, there are a few key expectations:

- Commit to your personal development throughout the two-year programme.
- Represent Accent's values in your interactions and contributions.
- Maintain clear, open and honest communication with both Accent and the Housing Diversity Network (HDN).
- Attend HDN workshops as part of your learning journey.
- Attend at least 75% of Board meetings. There are six meetings per year, with dates provided in your welcome pack. Meetings are held either virtually via Teams or in person. As Accent is a national organisation, in-person meetings may take place in Peterborough, Leeds, or occasionally London.
- Set aside focused preparation time ahead of Board meetings to review Board packs and materials.

## Remuneration

£2,000 per annum plus associated expenses.

## Current Board Meeting Schedule

2026

11th February 2026, Virtual

19th March 2026, Face to Face

21st May 2026, Face to face

23rd July 2026, Face to Face

24th September 2026, Virtual

19th November 2026, Face to Face

2027

4th February 2027, Virtual

25th March 2027, Face to Face

20th May 2027, Virtual

22nd July 2027, Face to Face



# How to *Apply*



## Ready to take the next step in your leadership journey?

[Click here to apply.](#)

- Applications will close on the 2 November 2025
- Interviews will take place 19 November 2025
- Final appointment will be confirmed in early December.
- The role will start in January 2026.

You can learn about the HDN Programme by visiting [Board Trainee Programme - Housing Diversity Network](#)

If you have any questions please contact [peopleservices@accentgroup.org](mailto:peopleservices@accentgroup.org)





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