



# Non-Executive Director

Candidate Information Pack  
August 2024



# Introduction

Thank you so much for your interest in becoming a Non-Executive Director for Elizabeth Finn Homes. The company is at an incredibly exciting moment in our journey to become the UK's most loved care homes – filling later life and care careers with joy, community and kindness. This is a unique opportunity to contribute your expertise to a leading provider of high quality care for the elderly, while supporting a vital mission to combat poverty across the UK.

Elizabeth Finn Homes is not just a care provider that fills later life with joy, community and kindness. Our mission extends far beyond the grounds of our homes. As a wholly owned subsidiary of Turn2us, a national charity building financial security for some of the most vulnerable in the UK, Elizabeth Finn Homes plays a crucial role in this cause. The profits and rental income generated by our homes go straight to Turn2us so that it can offer direct financial support, high quality information and strengthen communities.

We are looking for two experienced and enterprising Non-Executive Directors (NEDs) to join our Board of Directors who have a passion for elderly care and a commitment to social impact. You could bring your expertise in clinical excellence, strategic insight, financial strategy and performance and be instrumental in our growth, development and maximising our contribution to Turn2us. Our new NEDs will play a pivotal role in guiding the company's strategic direction, ensuring robust governance, and upholding the values and standards that are integral to our operations.

In particular, we are seeking a clinical candidate and a finance candidate who may each enhance our Board's experience and expertise in order to support our clinical governance and dementia strategy, and our financial oversight and business growth. We are looking for people who would join our clinical governance subcommittee and chair our finance subcommittee of the board.

Equity, inclusion and diversity are critical to our ability to deliver excellence. We need our board to be diverse, inclusive and to reflect our communities of staff, residents and their families. If you'd like to be part of a team determined to do our very best for our residents, staff, and in the fight against poverty, we'd be thrilled to hear from you.

Thank you for considering this opportunity to join Elizabeth Finn Homes. Together we can build a brighter future for all of us.

Warm regards

**Thomas Lawson, Chair**

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# Company Overview

Our **Vision** at Elizabeth Finn Homes is to be the UK's most loved care homes, filling later life with joy, community and kindness. Our **Purpose** is to create loving homes where people in later life and those who care for them can flourish, working together for a fairer society. We are an optimistic, future facing company, excited about our next chapter where we can continue to build our services, lead innovation in the care sector and ensure our homes are inclusive places to live and work. We have recently finalised an ambitious new five-year strategy which sets out our plan to work even more closely with our charity owner Turn2us, and become a highly profitable values-led care home business with social purpose at its heart.

## Our Homes

We run eight high-quality residential and nursing care homes across England – including homes in Devon, Kent, Oxfordshire, Surrey, Suffolk and Worcestershire. We are proud that 100% of our homes are rated Outstanding or Good by the CQC, and our group holds a 9.8 average customer review rating on carehome.co.uk. With a commitment to excellence in care, we aim to provide a supportive, nurturing environment where residents can enjoy the highest standard of living. Our homes offer a range of services tailored to meet individual needs, delivered by dedicated and compassionate professionals.



# Our Values

## Our People

Our c700 staff based across England are led by an experienced and talented senior leadership team and work within a company that has a reputation for excellence and great working conditions. Our regular staff surveys report high levels of employee satisfaction, as does our Glassdoor rating of 4.8/5.

## Our Values

In early 2024 we launched our new values, co-produced with our staff and residents.

**Bring love.** We're always here for each other, giving and receiving meaning through warmth, kindness and compassion, treating everybody with loving care and keeping everyone's happiness close to heart.

**Welcome all.** We all have something valuable to offer, so we celebrate differences and encourage individuality, in a place of community, support and respect, where everyone feels they truly belong.

**Inspire more.** We're motivated by an ambitious determination to achieve more every day, creating inclusive places to live and work, spurred on by an infectious energy to help everybody feel more joy and live better – You're our inspiration.

**Act with purpose.** We take responsibility and do exceptional work for the most important of reasons – enriching the wellbeing of everyone we care for and giving back to the society we all share – You matter.

# Our Guiding Principles

Our guiding principles provide a lens through which we make our decisions and deliver our objectives. These echo and build on the guiding principles of our charity owner, Turn2us. They are:

- **EDIB:** we champion equity, diversity, inclusion and belonging.
- **Human rights:** we uphold human rights.
- **Net Zero:** we are environmentally conscious and ambitious in our decisions.
- **Celebrating Age:** we celebrate age, all ages and stages of life.
- **Turn2us:** we amplify and uphold the work and values of Turn2us.





## Our Unique Charity Ownership Model

Elizabeth Finn Homes is a wholly owned subsidiary of Turn2us, a national charity providing practical help to people who are struggling financially. Each year, we support the charity with 100% of our profits, as well as paying rent to deliver care in their beautiful properties.

The Turn2us story began in 1897, when Elizabeth Finn set out to help people struggling to make ends meet. 125 years later, the charity still works with and for people experiencing financial insecurity by offering high quality information and support, strengthening communities through place-based programmes and helping to build a fair economy through systems change.

Over the last ten years, Elizabeth Finn Homes has returned rent and annual profits totalling an average of £4million each year to the charity, underpinning its vital work supporting struggling families across the UK. We're proud that although we are run on a commercial basis, at Elizabeth Finn Homes, business success translates directly into social good.

# Job Description

<b>Position:</b>	Non-Executive Director (NED)
<b>Company:</b>	Elizabeth Finn Homes
<b>Location:</b>	Hybrid: We hold meetings at our eight homes across London, at our Central London offices, and virtually
<b>Type:</b>	Voluntary, part-time – approximately eight days per year.
<b>Remuneration:</b>	This is an unremunerated voluntary role. All reasonable expenses are reimbursed.

## Key Responsibilities

- **Strategic Oversight:** Provide independent oversight and contribute to the development of the company's long-term strategy, ensuring alignment with its purpose, values, and business objectives.
- **Governance:** Uphold the highest standards of corporate governance, integrity and ethics, including compliance with legal and regulatory requirements, the highest standards of safeguarding practice and oversight, and effective risk management.

- **Performance Monitoring:** Oversee the performance of the executive management team, offering support and constructive challenge to ensure the company meets its strategic goals.
- **Stakeholder Engagement:** Act as an ambassador for Elizabeth Finn Homes and Turn2us, engaging with key stakeholders including residents, families, regulators, and partners to promote the organisation's vision and reputation.
- **Financial Stewardship:** Contribute to financial oversight, ensuring that the company's financial resources are managed effectively and sustainably.
- **Quality Assurance:** Champion high standards of care and ensure continuous improvement in the quality of services provided across all homes.
- **Ethical Leadership:** Uphold and promote the company's commitment to our values and guiding principles alongside ethical practices, inclusivity, and resident-focused care.

This job description is intended to provide a general overview of the role and responsibilities of a Non-Executive Director at Elizabeth Finn Homes. It is not exhaustive and may be subject to change as the company continues to evolve and grow.

# Person Specification

## Required Skills and Experience

- **Board-Level Experience:** Previous experience as a Non-Executive Director or similar senior leadership role, preferably within the commercial healthcare, social care, or not-for-profit sectors.
- **Strategic Insight:** Demonstrated ability to contribute to the development and implementation of organisational strategies.
- **Governance Expertise:** Strong understanding of corporate governance principles and practices, with experience in risk management, compliance, and financial oversight.
- **Sector Knowledge:** Deep understanding of the commercial health and social care sector, including current trends, challenges, and regulatory environment.
- **Leadership:** Proven ability to influence and provide constructive challenge and support to senior executives, combined with a collaborative approach to decision-making.
- **Communication Skills:** Excellent interpersonal and communication skills, with the ability to engage effectively with a wide range of stakeholders.
- **Commitment to Values:** Alignment with the purpose, vision and values of Elizabeth Finn Homes, with a genuine passion for improving the quality of life for residents.
- **Professional Expertise:** Relevant clinical, care or financial qualifications or experience.

## Key Competencies:

- Compassion and emotional intelligence
- Strategic thinking and planning
- Financial management
- Regulatory compliance
- Quality assurance and improvement
- Problem-solving and decision-making
- Exceptional communication and relationship-building
- Professional and personal integrity and a deep commitment to equity, diversity and inclusion.

## Time Commitment

The role requires a commitment of 0.5-1 days per month, including attendance at board meetings, sub-committee meetings, and occasional visits to care homes.



# Application Process

To apply for this position, please submit your CV and a cover letter detailing your relevant experience and why you are interested in joining Elizabeth Finn Homes as a Non-Executive Director.

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**Deadline for applications:**  
4pm on the 17th September 2024

**Contacts:**  
To submit your application or seek more information, please email us on [recruit@elizabethfinn.co.uk](mailto:recruit@elizabethfinn.co.uk)

**First interview dates (virtual):**  
25th September, 30th September, 2nd October

**Second interview date (in person, London):**  
7th October

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