

Interim Head of Governance & Company Secretary

Interim & Contract | Social Housing

Urgent governance leadership needed ahead of a regulatory inspection, with no room to get it wrong.

Key Achievements

- ✓ Specialist shortlist delivered at pace
- ✓ Inspection readiness strengthened
- ✓ Interim converted into a permanent hire

3,000-Home Housing Association



Executive Summary

A Housing Association required urgent interim governance leadership ahead of an upcoming regulatory inspection. We sourced and placed an experienced Interim Head of Governance & Company Secretary who strengthened inspection readiness, improved governance coordination and ultimately secured a permanent position within the organisation.

The Challenge

The organisation needed immediate governance expertise to prepare for regulatory scrutiny. With limited time available, they required a senior professional capable of operating at board and executive level, coordinating compliance activity across multiple departments and providing confidence during a high-pressure period.

The Objective

- Deploy an experienced interim governance leader quickly
- Improve inspection readiness
- Strengthen governance reporting and compliance activity
- Support executive leadership and board governance
- Provide long-term governance stability where possible

Our Solution

Working closely with the Chief Executive, we leveraged our specialist social housing network to identify and engage experienced governance professionals. A shortlist of five sector specialists was delivered rapidly, resulting in the appointment of an Interim Head of Governance & Company Secretary with extensive experience operating within regulated housing environments.

The appointed professional supported inspection preparation, coordinated governance and compliance activity, strengthened reporting frameworks and worked directly with the regulator throughout the process.

Results

- ✓ Five specialist interim candidates delivered at pace
- ✓ Improved governance coordination and inspection preparedness
- ✓ Increased confidence across executive and board leadership
- ✓ Successful placement of an experienced governance leader
- ✓ Positive engagement with the regulator
- ✓ Interim assignment converted into a permanent appointment

“ The speed, quality and professionalism of the support provided was exceptional. We needed somebody who could immediately understand the pressures of a regulatory environment and work confidently across the organisation. The appointment made a significant impact during a critical period for the business.

— Chief Executive, Housing Association



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