



Tai
Tarian

Chief Executive Recruitment

Candidate Information Pack
March 2026



Gatenby
Sanderson

Welcome

Do you share my passion for improving the lives of communities, keeping people at the heart of decision-making, and have the personal drive to make a difference?

Thank you for your interest in becoming the next Chief Executive of Tai Tarian. This is a rare and exciting leadership that comes at a defining moment for both our organisation and the communities we are proud to serve across Neath Port Talbot. The vacancy has arisen due to our first and current Chief Executive retiring at the end of September this year.

Neath Port Talbot is a resilient and forward-looking county borough, home to just under 143,000 residents. Shaped by its proud industrial heritage, the area is navigating significant economic transition. Recent restructuring in the steel industry has placed real pressures on families, workers and local supply chains. Persistent inequalities also mean that some of Wales' most deprived neighbourhoods are located here. Despite this, the borough continues to show remarkable resilience and ambition for a thriving future.

Tai Tarian is central to that journey. We are one of the largest social landlords in Wales, responsible for over 9000 homes, local neighbourhoods and services that directly shape people's lives. We are clear on our role and responsibilities - to provide high-quality homes, to support communities to thrive and to help the region realise its potential.

As Chair, I am proud of the progress we have made - from investing in sustainable homes to strengthening community partnerships.

We recognise the scale of the challenges and opportunities ahead. Rising demand, the need for decarbonisation, digital transformation and continued financial resilience will all require courageous, collaborative and values-driven leadership.

At Tai Tarian, our values were created by colleagues. These values form the foundation of our culture. They are simple, powerful and guide everything we do: Be Bold, Be Kind, Be Fair.

As our next Chief Executive, you will shape the next chapter of Tai Tarian's evolution. You will lead a talented and passionate team, steward our resources responsibly and help us remain a force for positive change in Neath Port Talbot.

If you are inspired by this purpose, and motivated by the opportunity to make a meaningful and lasting contribution, we look forward to hearing from you. This Candidate information pack outlines the role, responsibilities, and the qualities we are looking for.

Warm regards,



Fiona Jones
Chair of the Board





Making a difference

We are so pleased you have found us and are excited to welcome your application.

An award-winning organisation, regularly recognised within the sector, here are some of Tai Tarian's recent achievements:

Community Impact Award - Supporting Future Generations.

Sustainability - Landlord of the Year.

Leadership - Our current Chief Executive named Influential Woman of the Year

TPAS Cymru Good Practice Awards (2025) - The "Tenant Talks" project earned a Silver Award for its innovative face-to-face engagement strategies.

Constructing Excellence in Wales (CEW) Awards (2025) - The "Tai ar y Cyd" project, a collaborative initiative involving Tai Tarian and 22 other social landlords, won for Integration and Collaborative Working.

Wales Energy Efficiency Awards - Named Landlord of the Year for investing nearly £3 million into energy-saving upgrades like external wall insulation and solar panels.

Finalists (2025) - Tai Tarian was shortlisted for five categories at the CIH Cymru Housing Awards, recognising achievements in areas like customer service, learning and development, developing quality homes, supporting independent living, community support, and professionalism.

As our Chief Executive, you'll help lift communities, empower people, and support a more sustainable future for Neath Port Talbot. This is your opportunity to lead an organisation that is forward-thinking and genuinely meaningful.

Who we are

Our mission: Great homes, great communities.

Established in 2011, we proudly stand as one of the largest providers of social housing in Wales. With a portfolio of over 9,000 homes, and 600 staff, we deliver essential support for individuals during their times of greatest need.

Tenants are at the heart of everything we do. If it's important to our tenants, it's important to us. We provide affordable homes and tailored support, staying open to new approaches so we can keep improving. We are stable and secure, with every penny going back into our community to strengthen our services and create more homes.

We play a vital role in our local communities here in Neath Port Talbot, and we are committed to ensuring they reach their full potential. We are more than a housing provider, we are dedicated to having a positive impact across our communities. We are transforming our actions today for future generations, by prioritising protecting our planet by adopting more energy-efficient practices in our homes, educating others, and altering our work methods.

Our corporate plan

Across our four Corporate Plan themes we believe we can contribute positively to the communities we serve.

- Our tenants are at the heart of everything we do, starting with improving the lives of our tenants.
- We support people to live independently and with dignity.
- We focus on what truly matters to the people we serve.
- We invest in thriving, connected communities.
- We build high-quality, affordable homes.
- We invest in our employees, change how we work, improving efficiency and effectiveness for a sustainable business.
- We are an inclusive organisation who recognises and values difference.
- We are well governed and financially strong.
- We protect our planet by making our homes energy efficient.
- We take action on climate change and sustainability.

To read our full corporate plan please [click on the image](#)



Our Plan
2025 – 2030

Our values and culture

Created by our employees, our values guide how we show up every day.

Our values shape how we work together, creating a culture that's supportive and inclusive, and provides opportunities for colleagues to learn and progress.

Be Bold

- We are honest with each other, even if it is challenging to hear
- We are prepared to give and receive feedback that is constructive that improves outcomes
- We are accountable for our work, taking ownership and ensuring we reach the best outcome, every time
- We are courageous and make it safe to challenge
- We are empowered to make decisions

Be Fair

- We value everyone's individuality and foster an inclusive environment
- We actively listen and consider all feedback, acting on it appropriately
- We are open and transparent and do the right thing
- We lead by example and make the right decision even when the going gets tough

Be Kind

- We recognise the person in the process
- We celebrate our successes and recognise others for a job well done
- We welcome diversity, understanding our strengths come from our differences
- We support individual development to help growth
- We communicate clearly, bravely stating our intention
- We deliver excellent customer service at all times, making sure every contact counts



Be Bold.



Be Fair.



Be Kind.





Our Board

Tai Tarian is run by a board made up of tenants and independent members.

The board has overall responsibility for:

- Ensuring the organisation is accountable to tenants and other stakeholders.
- Approving and monitoring policies to support the corporate plan.
- Monitoring the performance of Tai Tarian and ensuring the organisation is meeting the outcomes set in the corporate plan.

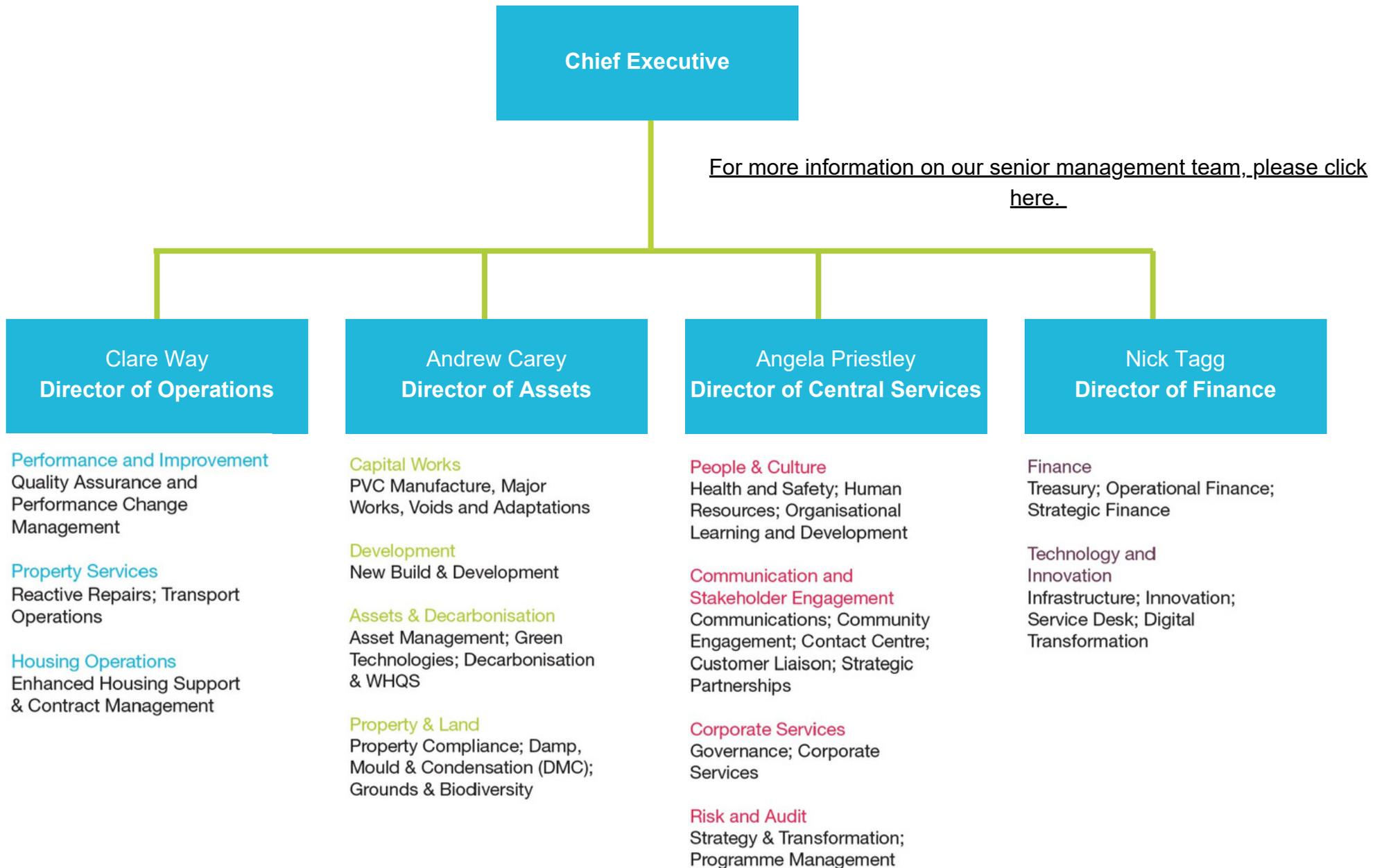
[For information on our Board Members, please click here.](#)

Further reading

[Financial statements 2025](#)

[Annual Review 2025](#)

Organisational structure





Chief Executive role profile

Reports to:

Chair of the Board

The purpose of the role:

As the Chief Executive you will authentically lead the organisation working with the Board to deliver positive outcomes for the tenants and communities in the geographical areas we serve.

The Chief Executive is accountable to the Board for the leadership and direction of the organisation, ensuring a secure business and financial platform, continued success, operational excellence, and sustainable growth.

You will foster collaboration with a wide range of stakeholders with the purpose of advocating for community needs and championing innovative solutions to address housing challenges in the area.

Provide strategic leadership that delivers against Tai Tarian's four long-term priorities: Sustainable Homes, Sustainable Communities, Sustainable Planet and Sustainable Business.

Creating a values led culture of Be Bold, Be Fair and Be Kind, where employees feel included and part of the organisation's successes.

Key accountabilities and responsibilities:

- Lead the strategic direction of the organisation, fostering a culture of collaboration, compassion, respect, and accountability.
- Navigate the statutory and regulatory frameworks that govern housing and relevant support services, staying abreast of future changes and ensuring the organisation is prepared.
- Champion excellent customer experiences, ensuring consistent delivery of 'brilliant basics' across all services.
- Bring about impactful, lasting change to an organisation guided by its values and committed to putting people at the heart of everything it does, driving programmes of substantial transformation within a context of comparable complexity.
- Oversee effective planning, risk assurance, financial and non-financial controls and performance across the business, ensuring all tenants receive an excellent service and are safe in their homes, and that all regulatory requirements and corporate standards are met.
- Ensure financial decisions support Tai Tarian's ambition for long-term sustainability.
- Leverage digital tools and emerging technologies to enhance services, improve efficiency and support data-driven decision making.
- Maintain and strengthen Tai Tarian's deep-rooted community mutual ethos, recognising the unique relationship with tenants, communities and local partners across Neath Port Talbot.



- Build, develop and maintain an extensive network of external partnerships (local authorities, Welsh Government, police, health, other housing associations etc) to jointly address complex local social and economic challenges.
- Be an ambassador for the organisation and an advocate for our communities, representing Tai Tarian both regionally and nationally.
- Lead Tai Tarian's environmental responsibility, ensuring progress toward carbon reduction, sustainable asset management and environmentally responsible decision-making.

Leadership:

- Provide clear, visible leadership, working with the Board and the Senior Management Team to develop and implement Tai Tarian's strategies.
- Provide a clear vision and guidance across the organisation.
- To be a visible role model and values ambassador for the organisation, inspiring others and leading the way by demonstrating behaviours that motivate, engage and deliver successful outcomes.

- Ability to communicate in an inspiring and engaging way to relay key organisational messages.
- Hold the senior management team and others to account on delivery of agreed objectives.
- Adopt a people-centric and coaching approach to leadership, where colleagues are part of all decision making, fostering a strong One Team culture characterised by collaboration, trust and shared accountability.
- Empower colleagues to be 'professionally curious,' giving them the confidence to make decisions.
- Champion continuous improvement and create an environment where innovative thinking leads to measurable outcomes.
- Ensure Tai Tarian has effective colleagues and organisational structures to meet current and future needs.
- Ensure that tenants can influence services, participate in a wide range of engagement activities and meaningfully engage in Tai Tarian's governance.
- Foster a culture of diversity, equity, and inclusion.



Person Specification:

Skills

- Able to inspire the delivery of exceptional outcomes for our tenants and our communities.
- Resilient in an environment of conflicting and complex demands.
- Ability to coach for success, empowering colleagues to reach solutions.
- Effective visionary communication skills with the ability to engage and inspire at all levels, and translate strategy into action.
- Ability to build meaningful relationships and partnerships, based on mutual trust and accountability.
- Ability to build strong relationships, influence, collaborate and negotiate with external partners.
- A focus on continuous improvement, influencing skills and the ability to bring colleagues on the change journey.
- Strong intellect with the ability to interpret relevant information and analyse complex data.
- Business acumen including the ability to understand the bigger picture.
- A demonstrable understanding of risk, ensuring its consideration is at the heart of decision making.
- Confident, independent and effective decision making skills.

- Approachable and authentic with a collegiate style that supports collective responsibility.
- Excellent judgement, emotional intelligence, and common sense.

Experience

- Experience at Director level or above in an organisation of similar complexity, with multi-disciplinary teams.
- Knowledge and experience of the social housing sector, as an executive, non-executive or partner.
- Leadership experience in a heavily regulated, customer-focused environment.
- Experience of working effectively with Boards and Committees.

Qualifications

- Educated to degree level or equivalent experience.

Key details

Salary:

£180,000

Location:

Tŷ Gwyn, Baglan Energy Park, Brunel Way, Neath SA11 2FP

Just off junction 41 of the M4

A selection of our benefits:

- Up to 31 days annual leave – Plus bank holidays (we require you to take 1-day annual leave over the Christmas period and we provide an additional 2 days leave at Christmas)
- Generous L&G Pension Scheme (We pay up to 8% in addition to your contribution)
- Death in Service 3 x your salary
- Benenden Health Care Plan
- Holistic Health and Wellbeing Initiatives
- Savings via Vivup
- Occupational Health Service





Application process

GatenbySanderson has been appointed as our executive search firm to assist with this appointment. You will be asked to submit the following:

A CV setting out your career history, with key responsibilities and achievements, tailored to information contained in this pack.

A statement of suitability (no longer than 2-3 pages) explaining:

- Your motivation for applying for this role.
- How you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the information included in this pack.

Please apply through our portal here:

www.gatenbysanderson.com/job/GSe131393

by 9am on Monday 20th April 2026

All candidates are also requested to complete an online Equal Opportunities Monitoring Form which will be found at the end of the application process. This will assist us in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the Equal Opportunities Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

Should you encounter any issues with your online application or require any reasonable adjustment please contact:
tracy.aristides@gatenbysanderson.com

Key dates and further information

The deadline for applications is: **9am on Monday 20th April 2026**

Longlisting meeting 23rd April 2026

Preliminary interviews: **w/c 27th April 2026**
(MS Teams)

Shortlisting meeting 7th May

Psychometric assessments To follow

**Stock tour and informal discussion
with the Chair** **20th May**

Final Interviews **11th and 12th June**
(In person)

For a conversation in confidence, with our advising consultants at GatenbySanderson, please contact:

- Chantelle Harris – 07384 460 191 / chantelle.harris@gatenbysanderson.com
- Jude Watters – 07594 250 060 / jude.watters@gatenbysanderson.com



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