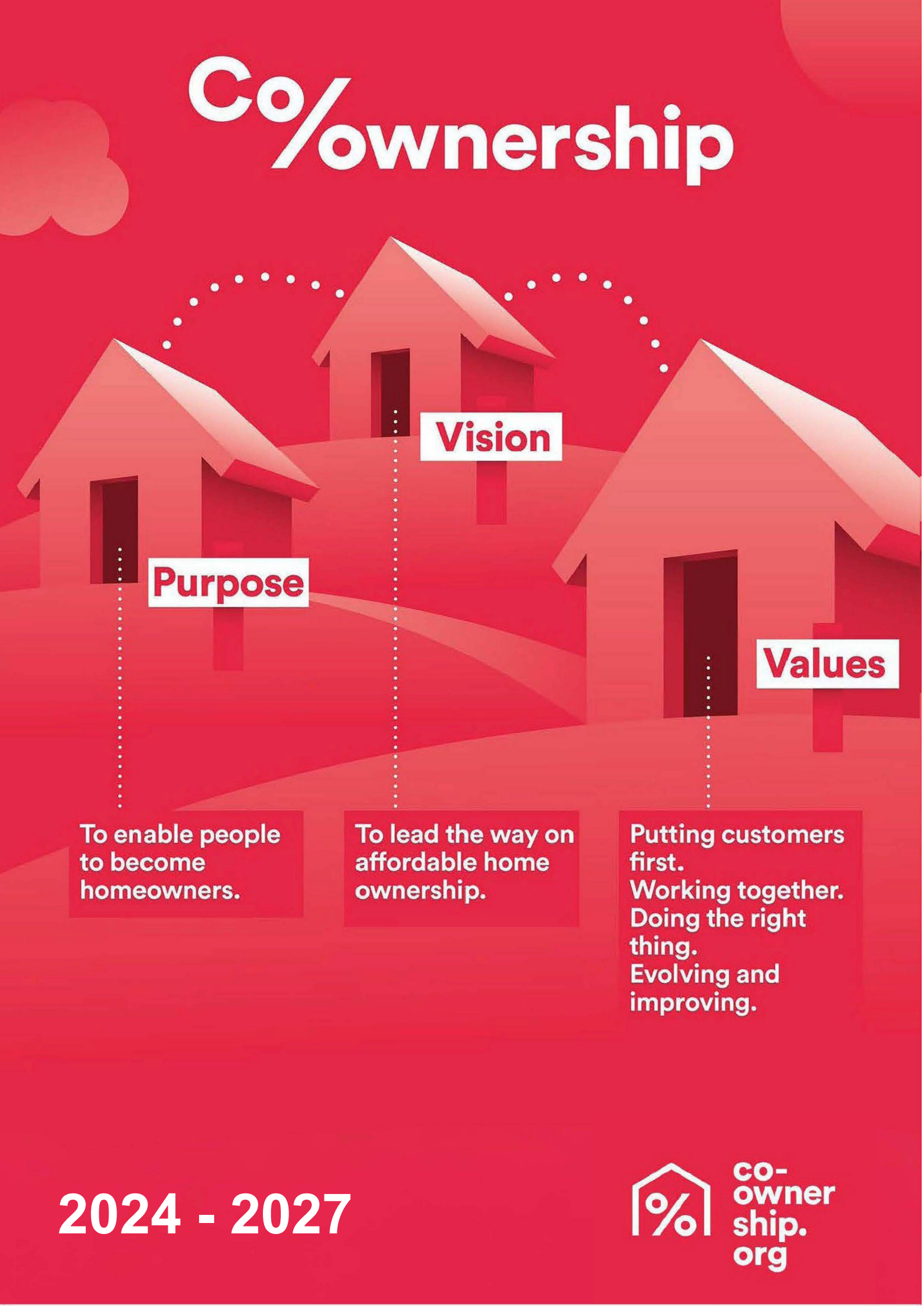




Co%ownership

Board Recruitment
Candidate Information Pack
September 2026

Co%ownership



Vision

Purpose

Values

To enable people
to become
homeowners.

To lead the way on
affordable home
ownership.

Putting customers
first.
Working together.
Doing the right
thing.
Evolving and
improving.

2024 - 2027



co-
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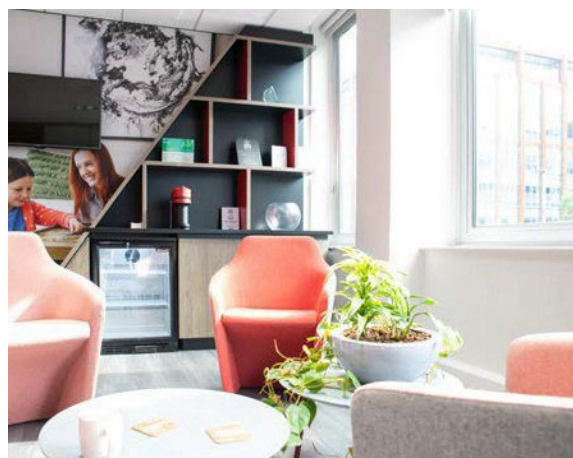
Co%ownership

Co- Ownership Housing is Northern Ireland's regional body for shared ownership and a registered housing association and charity which has been operating successfully for nearly 50 years right at the leading edge of affordable housing policy.

Over 35,000 households have already been helped into homes through Co- Ownership, and we manage a stock of more than 11,000 properties.

About Co- Ownership

- Launched in 1978
- Registered Housing Association
- Industrial and Provident Society
- Registered charity in Northern Ireland
- Regulated by the Department for Communities
- A DIYSO (Do-It-Yourself) form of shared ownership where purchasers identify the starter home of their choice on the open market and apply to Co-Ownership, which then purchases the property on their behalf.
- Co-owners are not tenants; their stake in the property is held under an equity sharing lease arrangement with the opportunity to own the property outright at a later stage.
- Entry is at an equity level determined by Co-Ownership (based on purchaser affordability) between 50% and 90% of the property's value. There are a number of lenders that will provide mortgage for Co-Ownership purchases. A monthly rent is payable to Co-Ownership on the unowned equity value.
- Since 1978, Co-Ownership has helped more than 35,00 households to purchase their own homes through shared ownership. Over 11,000 homes across Northern Ireland are currently Co-Ownership homes.
- The property acquisition programme flexes with available funding.



Our products

Co- Own

- Co-Own is our shared ownership plan. In a nutshell, we buy a place together. The customer buys the share they can afford, between 50% and 90%, and we cover the rest.
- The customer pays the mortgage on their bit and pay us rent on our bit. Because the rent we set is lower than the rent if renting privately and the mortgage the customer needs is smaller, monthly repayments could be less than they would be if the customer had bought their property with a full mortgage.
- When the customer is able to, they can increase their share in their home bit-by-bit at any time until they own it all.
- If you decide to sell your home and move on, we will value your home. You will get the benefit of any increase in the value of your home due to improvements you have made and then the remaining value will be split between you and us, depending on the share that you own.



Co- Own for Over 55s

- For customers over 55 who want to move to a new home but can't afford to, we can help bridge the gap.
- Many people in later life find themselves living in a home that has become unsuitable due to a change in circumstances such as their family life, location, health or other issues.
- The trouble is that often their current house may not have the monetary value (equity) they need to buy their new home and getting a mortgage to cover the difference isn't an option.
- With Co-Own for Over 55s we buy the right property for them, together. The customer uses the equity from the sale of their current home or savings to purchase their share, and we buy the rest. They need to be able to take a share of at least 50% up to a maximum of 90% of the new home, funded by the equity you held in their current home or savings. We provide the rest of the money and the customer pays us a monthly rent at an annual cost of 2.5% of our investment.



Director of Customer Services Glynis Hobson, with our first Co-Own for Over 55s customer, Denis Wilson, at his new home.



Communities Minister Gordon Lyons with Chief Executive Mark Graham.

Current and future priorities

This is a challenging and exciting time in the organisation's history as it is actively engaged in an on-going period of transformational change. Read about our plans [here](#).

Looking ahead, we are determined that over the next 3 years Co-Ownership will continue to help as many people as we can into affordable home ownership and we'll continue to innovate to help a wider range of people.

We want to extend our reach and impact on society, which means using our resources to help as many people as we can achieve affordable home ownership. The goals we have set to help over 3,000 new customers and to support 1,500 of our customers to fully own their property are ambitious, but achievable.



Nearly 50 years

Helping people find homes since 1978



35,000+

The number of people we have helped buy a home



11,000+

Current co-owners in Northern Ireland

Key themes in our 2024-2027 Corporate Plan include:

- Extending our reach and impact on society.
- Be the best we can be for our customers.
- Be strong advocates and trusted partners for home ownership.
- Be a great place to work with high performing teams delivering our service.

We are recruiting for a Board member with independence of mind, strong communication and interpersonal skills, the ability to assimilate complex information and provide constructive challenge and fresh thinking.

To find out more about Co-Ownership visit www.co-ownership.org

Our impact

We love to hear about the positive impact Co- Ownership has on the lives of our customers. They inspire the team to deliver results and get people into homes. Here's a snapshot of some of them.



Paul

Co-Ownership online application was very straightforward and easy to upload all documents, staff were extremely helpful and knowledgeable. From initial application to house offer being accepted was less than 6 weeks. Without their help I would not have be able to buy a house.

Reviews 583 • Excellent



Carly

Great service from start to finish very helpful staff would definitely recommend.



Jemma

Co-Ownership were very straightforward to work with. All the information is provided online and easy to read. Each step was easy to complete and if I had any questions then all the staff I spoke to were very helpful. I would definitely recommend using them. Using Co-Ownership enabled us to buy our first home after 17 years of renting.

Laura

Co-Ownership were invaluable to me in order to get on the property ladder as a single person. The housing market is very rough and can seem so daunting, but the guys at Co-own made it much easier to see the light at the end of the tunnel. I now own an amazing home which I'm so thankful for and very grateful that the scheme exists!



Christopher & Tamzin

Absolute pride, I'm 32 and a lot of my friends had already bought their homes a few years ago, so it feels amazing to be able to say I'm now a homeowner. We have both worked so hard to get to this point, it's amazing, the kids can paint their rooms whatever colour they want, they have space to play outside, and we don't have to worry about a landlord giving us 4 weeks' notice.

Preamble

Board members act collectively: they do not have individual executive authority. However, as individuals they are responsible for upholding the values and principles of the organisation and for contributing their personal skills, knowledge and experience to the organisation's work. They may also serve as officer holders of the Board, in which case the relevant role profile will in addition apply to the Board member concerned.

This profile applies to all members of the Board, whether elected or co-opted.

Appointment

Board members may be co-opted to the Board and/or to serve on a committee of the Board, or they may be elected members of the Board.

Role and Duties

1. Ensure that he/she is fully familiar with the organisation's corporate governance framework and documentation, including for instance its rules, and policy/practices on declarations of interests.
2. Be an ambassador for the organisation, promoting its interests and taking care to present it in a positive light. This will involve supporting the Board's decisions and organisation policies, and behaving courteously and abiding by the corporate governance framework, including for instance the Board Member Service Agreement and Code of Conduct, at all times.
3. In addition to membership of the Board, serve on at least one standing committee of the Board at all times and rotate between standing committees at the request of the Board.
4. Prepare for and attend Board meetings and Committee meetings where so indicated.
5. Attend and participate in induction programmes and learning and development events for Board members.
6. Attend and participate in performance appraisal activities for Board members.
7. Act as an authorised signatory in accordance with the signatories policy.
8. The Board, acting through the Board Chair, from time to time may give an individual Board member responsibility for providing oversight and guidance on its behalf in relation to areas of the Board's work, for instance leading/sponsoring specific projects or align with specific stakeholders. In that event, the relevant individual will take an active involvement in the work area and will seek to reflect his/her own knowledge and expertise in that work area.
9. In consultation with the Board Chair, request independent professional advice and/or learning and development support where it may be relevant to assist in the effective discharge of the role of Board member.

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