



Ministry of Housing,
Communities &
Local Government

Matthew Pennycook MP

Minister of State for Housing and Planning
2 Marsham Street
London
SW1P 4DF

Florence Eshalomi MP,
Chair – Housing, Communities and Local Government
Committee

13 July 2026

Dear Florence Eshalomi,

Homes England Chair: Pre-Appointment Scrutiny Hearing and extension of the Interim Chair

I am writing to inform you that we intend to launch a campaign for a new Homes England Chair as soon as practical, and no later than 11 September 2026. I have put in place interim arrangements to allow sufficient time to recruit a new Chair by extending Patricia Ritchie, the current Deputy Chair, as interim Chair for 6 months, effective from 1 November. This extension will ensure stability and also continuity for the board to deliver on their objectives and support the Agency through a period of transition towards a regionalised model to allow the Agency to better respond to local needs. I am very pleased that Patricia has agreed to continue in this interim role. She has a wealth of relevant leadership experience delivering housing and economic development at both a local and national level and her existing knowledge of the Agency make her well-placed to lead Homes England and oversee its important role in delivering our ambitions for housing.

As the substantive appointment will be subject to pre-appointment scrutiny by the Committee, we will be liaising with your Clerk to arrange a date and, in accordance with Cabinet Office Guidance we are consulting you, as Chair of the Committee, on the proposed selection process.

I have annexed details of the proposed job description and person specification, the indicative timetable, and the proposed advertising strategy.

This appointment is regulated by the Commissioner for Public Appointments, who expects appointments of a Chair to be announced within four months of the advert closing date in accordance with the Governance Code on Public Appointments. Although the inclusion of a pre-appointment scrutiny hearing may make it challenging to meet this aspiration. A hearing date during February 2027 to obtain the Committee's views on mine and the Secretary of State's preferred candidate, would help us to come as close to this as possible.

We are keen to launch the campaign and would therefore be grateful for your views within a couple of days of receipt of this letter. Please let me know if you have any queries or would like any further information.

Best wishes,

MATTHEW PENNYCOOK MP
Minister of State for Housing and Planning

Annex: Campaign information

Role: Homes England Chair

Proposed Job Description

Chair Responsibilities:

- The Chair will be responsible for the sound and effective operation of the Homes England Board. They will guide and influence the Agency at a strategic level providing confident, clear and consistent leadership. They will also lead the Agency's relationship with the Secretary of State and Minister for Housing, who they will meet on a regular basis.
- The Chair will act as an ambassador for the Board and for Homes England, helping to build and develop collaborative strategic partnerships that support and promote Homes England's core mission. The successful candidate will influence and network with key decision-makers and stakeholders and explain how the organisation is delivering Government objectives.
- The Chair is expected to operate within the relevant standards and duties, including the Non-Departmental Public Body (NDPB) Corporate governance code for central government departments and Managing Public Money. These provide the benchmark for good practice in corporate governance. As an NDPB, Homes England also needs to have regard to codes and standards in the public sector, including Cabinet Office guidance on corporate governance in central government departments.
- As the Chair of Homes England, there would be further organisation specific governance documents that would be expected to operate within, including the 2023 [Framework document](#) with MHCLG. The Chair is responsible to the Secretary of State and for supporting their wider strategic policies.

Key Objectives of the Chair Include:

- Leading the Board to scrutinise and challenge the financial and delivery performance of Homes England.
- Building capacity and capability at Board and executive level to ensure Homes England has the required experience and expertise to fulfil its mission and objectives and actively supporting the running of Homes England.
- Embedding effective working relationships with the department and wider government through governance processes including the Homes England Framework Document.
- Strengthening the Board's oversight of the organisation and holding the executive to account for organisational performance.
- Accounting to Ministers on Homes England's performance and leading the communication of performance to Parliament and stakeholders.

Length of Tenure

- The appointment will be for 3 years.

Remuneration

- The postholder will receive a remuneration of £95,000 per annum for a maximum of 104 days per year. This is in line with the current Chair's remuneration.

Proposed Selection Criteria

Essential Criteria

- Comprehensive experience at Board level as a Chair or Non-Executive of a large organisation supporting, challenging and holding to account a strong executive team and showing the ability to communicate an organisation's objectives and capabilities clearly to both internal and external audiences.
- Experience of delivering significant projects e.g. in housing, regeneration or infrastructure.
- Extensive experience of stakeholder engagement in public facing positions, with evidence of using influencing and networking abilities to form positive partnerships with a diverse range of stakeholders.
- Strong experience of leadership in a commercial or public sector context, along with notable financial and risk management acumen.

- A passion and enthusiasm for public service and working with Government in meeting the challenges of the housing market.

Desirable Criteria

- Experience in the housing sector.
- Experience working with central Government Departments and Ministers.
- Experience of leading an organisation during uncertainty and change.

Advertising strategy:

The aim of an effective outreach strategy is to ensure that the search process is open and fair, as well as reaching out to the widest pool of candidates who meet the essential criteria for the Chair role. The appointment will be advertised on the HMG Public Appointments website. In addition, to promote the advert through our existing cross-Government and ALB networks and websites, the department has arrangements with several non-executive channels to promote the role including *Women on Boards*, *NEDonBoard*, and *In Touch Networks*. We will also be contacting potentially credible candidates directly.

Proposed indicative timeline:

Date	Action
No later than 11 September '26	Advert live for applications for 4 weeks – implementation of outreach plan
October	Panel Shortlist meeting
November	Interviews - in person
January '27	Preferred candidate announcement (No later than Thurs 11 FEB)
Late February	Select Committee pre-appointment hearing date
1 Mar	Appointment announcement
1 April 2027	Appointment start date (1 April 2027)