Ecology Building Society

Non-Executive Director

Job Specification

In this pack

Our Purpose

In a world  that doesn't add up, daring to be different is our calling, lending our power so everyone's  story gets a chance to thrive.

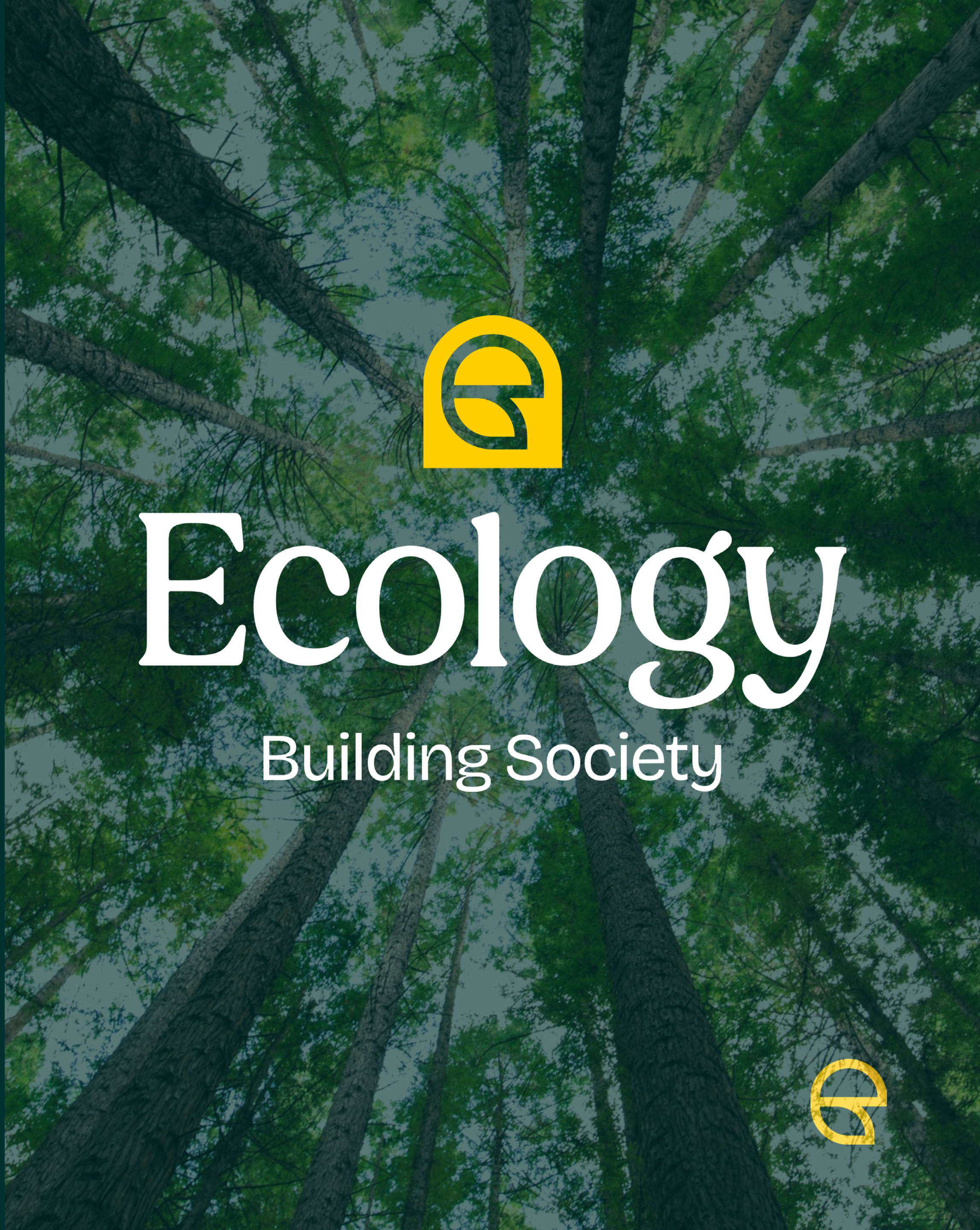
Intro to Ecology

Ecology Building Society was founded in 1981 to provide mortgages on sustainable properties and projects that other lenders wouldn't consider. In doing so, the Society was able to help create eco-friendly and energy-efficient homes, and support housing schemes to bring positive social impact to communities.

Our impact is made possible thanks to the Society's savings Members. Their deposits, across a range of transparent and ethical savings products, fund the mortgages we lend on. In this way, savers know their money is being used to create good outcomes for people and planet.

This model has seen the Society grow from just 10 founding Members to a membership of over 15,000 including over 1,400 mortgage customers, and assets of nearly £337 million at the end of 2024.

Now, with significant growth plans in place to create greater impact by attracting more Members, the Society is set to bring its Purpose to life and, in doing so, move closer towards its vision of creating a fair society in a sustainable world.



About the role

Our Non-Executive Directors are key to supporting the growth, strategic direction and impact of the Society. We are looking for candidates who can exercise independent judgement while constructively challenging and supporting the Senior Leadership Team. You will also be motivated by contributing to an exciting organisation at a pivotal time and will share a commitment to the Society's mission.

The role of the NED is to:

- Bring independent oversight and constructive challenge to the Executive Directors and Senior Leadership Team.
- Provide a creative and informed contribution to strategy formation and act as a constructive critic in looking at the objectives and plans devised by the Chief Executive and the Executive Team.
- Monitor the performance of executive management, especially with regard to the progress made towards achieving the determined strategy and objectives.
- Satisfy themself on the integrity of financial information and that financial controls and systems of risk management are robust and defensible.

What experience will you bring?

Successful candidates will have experience and understanding of risk and compliance in the context of PRA regulation, preferably gained in a bank or building society. You are likely to have experience of credit risk, Consumer Duty or Conduct of Business rules. You will have had exposure to and an understanding of a Board-level Risk Committee in a regulated financial services firm.

You will share a commitment to the Society's mission and be motivated by a desire to further it. You will act with the highest levels of integrity and personal accountability, candour, appropriate challenge, rigour and the timely sharing of information and concerns; and with the willingness to work together in the best interests of the Society and its Members.

What commitment is expected?

Sufficient time and an ongoing commitment to meet Board responsibilities. Typically, this is 36-40 days per year including attendance at Board meetings (currently 10 per year with flexibility expected) and membership of at least one Board committee.

You'll need to attend meetings in person at the Ecology office based in Silsden, West Yorkshire as well as attend virtual meetings.

Board members are re-elected annually, with a maximum term of nine years. We expect members to serve for a minimum of three years (subject to re-election).

Candidates must have the right to work and be resident in the UK and meet the standards and compliance requirements for Directors and be certified, in due course, as fit and proper under the Senior Managers & Certification Regime.

Director fees of £25,000.00 per annum are payable and reasonable travel expenses incurred whilst on Society business will be reimbursed.

Our Members, Our Business, Our Credentials

"A Member organisation dedicated to improving the environment and society by enabling sustainable building and communities"

Powered by more than

15,000 Members

including over 1,400 mortgage customers

Total assets of

£337m

with Mortgage assets of £250m

Balance Sheet has increased by over

£110m

(or 49%) in five years

Ecology is an Ethical Consumer Best Buy - and our Members choose us because of these credentials

Loyal Members

49%

of Ecology Savers have held their account(s) for five years or more

Ecology was ranked

2nd

among 85 UK lenders of all sizes for its 'Climate Plans and Actions'

Rated **Excellent** • **4.90**/5

Rated 4.90/5.00 on Smart Money People - the UK's largest financial services review platform

Our Behaviours

Deliver Together

Together, we can achieve the extraordinary

Own Your Impact

We do what we say we will, to the best of our ability

Lead with Care

In every action, every word, and every step we take

Dare to be Different

Let's inspire the world around us

Our Impact

In 2024, we supported 201 projects designed to create sustainable homes and community projects that benefit people and our planet. Here are some examples of the impact you can help create as part of the Society. For more, visit our Customer Projects page at ecology.co.uk

Ecological Homes Case Study

Leeds Community Homes

An Ecology mortgage helped Leeds Community Homes to acquire nine homes, built to Passivhaus standards, for local people in housing need and first-time buyers struggling to get onto the property ladder.

Sustainable Communities Case Study

The Leeds Library

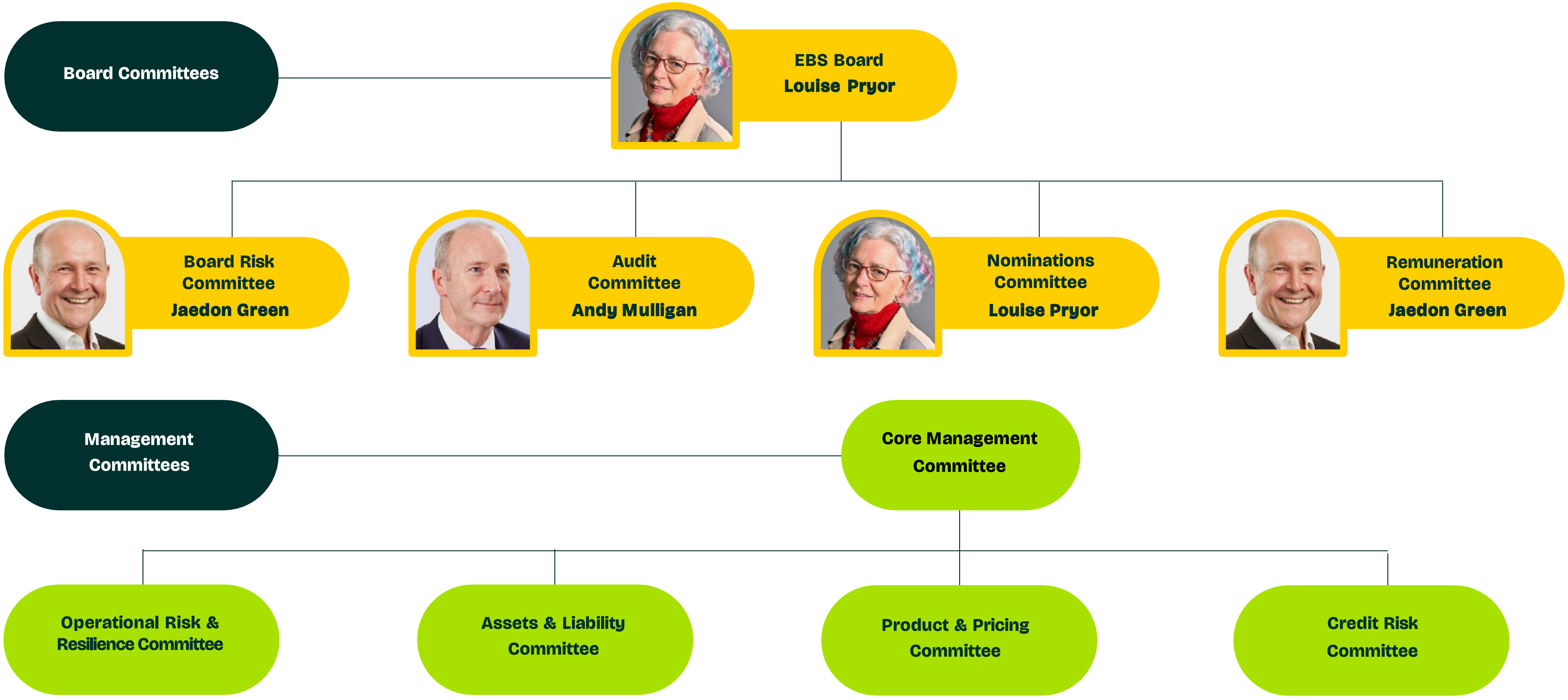
Ecology's loan to The Leeds Library will support an energy-efficient redevelopment. This will make the library fully accessible for the first time, and able to generate income from room hire and event hosting, which will help to secure the organisation's financial future.

Self-Build Case Study

Anchorage Passivhaus

An Ecology mortgage helped to build a three-bedroom Passivhaus home, which is the epitome of energy efficiency. The architects used a timber-framed self-build to maximise the sustainable design, making the most of offsite manufacturing, while solar panels provide electricity for the home.

Organisational structure



How to Apply?

We welcome applications from people with the experience and skills for the available position.

We recognise the benefits a diverse Board can bring and welcome applications from **all suitably skilled or qualified applicants, regardless of their race, sex, disability, religion/beliefs, sexual orientation, or age.**

If you would like to help shape the future of the Society and be part of our success story, then please apply by submitting a CV and covering letter HERE, describing how your experience equips you to be a Non-Executive Director, how it's relevant to Ecology's needs as set out in this pack and how your values align to those of the Society. The closing date for applications is 26 October 2025. Interviews will take place on 4 and 5 November 2025. If you have any questions, please email hrteam@ecology.co.uk

To find out more about the Society please visit our website at www.ecology.co.uk