



JOIN US TO  
**MAKE A  
DIFFERENCE**



# INTRODUCTION

Thank you for your interest in the opportunity to become a Non-Executive Director at Resonance.

We're on the lookout for two purpose-driven, values-led individuals to join our Board at a pivotal moment in our journey. As we scale our impact and push forward with bold ambitions for the future, this is an incredible time to be part of something truly meaningful.

Becoming a NED at Resonance is more than just a governance role — it's a chance to work with a great team, to help shape the future of a pioneering social impact business. If you're a strategic thinker with a passion for driving positive change in communities across the UK, we'd love to hear from you.

This pack will give you a strong sense of what we're looking for — and why this is such an exciting moment to get involved.



**Daniel Brewer**  
Chief Executive Officer



**Karen Shackleton**  
Chair, Board of Directors

## WHO WE ARE

Resonance launched in 2002 with the mission of connecting capital to social enterprise, we are proud of our twenty-three year track record of impact investing, and our B Corp certification.

We provide life changing homes and solutions for people and communities facing crisis.

We are an FCA approved fund manager, and through our pioneering social impact residential property funds, we work with institutional investors and expert housing partners to provide safe, affordable, and settled homes, with the appropriate support for tenants. Since our first property fund launched in 2013, we have helped to provide homes for over 4,000 individuals, including 1,958 children in 1,300 properties in major cities across the UK.

With peoples' homes at the heart of what we do, our Impact Labs team develops the ecosystem around our impact property funds, so we can innovate new solutions, pilot systemic change, increase supply and scale opportunity.

To date we have raised and invested nearly £500m and we take pride that our funds deliver good returns to investors as well as real and measurable social impact. We have an exciting future planned, our aim is to bring our Funds Under Management to £1bn, which means that we can help even more individuals, families, social enterprises and communities across the UK.

We are an accredited social enterprise with the overarching purpose of making investment a force for good and transforming lives through investment. Resonance is owned by a combination of charitable foundations, Resonance executive directors and employees.

For more information about us, please visit [www.resonance.ltd.uk](http://www.resonance.ltd.uk)



# OUR VISION, MISSION AND VALUES

## OUR VISION

A world where...

- Capital serves people & communities
- All are empowered to invest in enterprise for positive social impact
- Resources are stewarded for future generations

## OUR MISSION

- To connect capital to social enterprises
- To find creative solutions matching transformational enterprises with investors who share their values
- To shift market motivations, aligning commercial returns with social impact

## OUR VALUES

- We are a bridge, not an institution
- We believe there is always a solution
- We build trusting and transparent relationships, one investment at a time
- When we strive for mutual profit, all of society benefits

Investment Company of the Year  
**Winner**



Better Society  
— 2025 —  
AWARDS



WINNER



**DIVERSITY FORUM**  
Inclusive Social Investment



**Certified**



**Corporation**



# OUR IMPACT

 **£440m**

**funds under  
management**

 **1300**

**properties  
purchased**

 **4000**

**people  
housed**

 **120**

**enterprises  
backed**



**IMPACT  
PROPERTY FUNDS**

**7 FUNDS**

**LIFE CHANGING HOMES &  
SOLUTIONS FOR PEOPLE FACING  
CRISIS**

**1 FUND IN DEVELOPMENT -  
LAUNCHING IN NOV 2025**



**IMPACT  
LABS**

**3 FUNDS**

**DEVELOPING  
COMMUNITIES**

**4 FUNDS**

**GROWING  
ENTERPRISES**

**1 FUND IN DEVELOPMENT -  
LAUNCHING IN SEP 2025**

“Without this property, I would have still been in the same situation, trying to leave my previous home. This new home has given us the chance to start again. It's been a great relief.”

**Lucy, Tenant**

“I am very happy and have a great experience with everyone I have worked with at Resonance”

**Investee In The H&WCF Fund**

“We are in the new house, it is warm, and the garden is safe where my children can play comfortably. Our new house means peace and enjoyment of life for us.”

**Yaad, Tenant**

“We know that we can come to Resonance with any questions or worries we have and that everyone there is approachable, friendly and supportive (and also always interested in the difference we are making).”

**Investee In The SITR Fund**

# THE ROLES - NON EXECUTIVE BOARD DIRECTOR

Location: UK (working remotely) with some travel required

Remuneration: £4,100 per annum (with the addition of £1,025 per sub-group)

## OVERALL PURPOSE OF THE ROLE

We are looking for two purpose-aligned, values-driven Non-Executive Directors (NED) to join our Board and support our mission, who can bring insight, rigour, governance and new perspectives to our decision-making. We are particularly looking for people with a strong understanding of and credibility within residential property and digital transformation.

As a NED, you will provide independent oversight, strategic counsel, and governance expertise, ensuring that our activities remain aligned with our social and environmental goals while maintaining robust financial performance.

Resonance is committed to being a diverse organisation that is truly representative of the communities we serve. We are an equal opportunities organisation with an inclusive environment where everyone is given an equal chance to succeed.

## KEY RESPONSIBILITIES

- Provide independent judgment and constructive challenge on strategic decisions, investments, and risk management.
- Act as a steward of the company's mission, values, and impact objectives.
- Monitor and ensure high standards of corporate governance and regulatory compliance.
- Support executive leadership in shaping long-term strategy
- Champion diversity, equity, and inclusion across governance and operations.
- Leverage networks and expertise to open opportunities and strengthen partnerships in the social impact ecosystem.
- Serve on sub-committees (Risk, Audit & Governance; People & Culture; Social & Environmental Impact) as appropriate.
- Report to shareholders twice a year.

## PERSONAL PROFILE

### ESSENTIAL

- Fully subscribes to Resonance's Vision, Mission and Values
- Proven track record in leadership roles within investment, finance, social enterprise, or related sectors
- Strong understanding of impact investment principles
- Exceptional integrity, independence of mind, and sound judgement
- Commitment to social and environmental justice, with a systems-level understanding of global challenges
- Familiarity with fiduciary responsibilities and regulatory environments
- Professional and enthusiastic, with strong levels of accuracy and attention to detail

### DESIRABLE

- Previous board-level or governance experience (executive or non-executive)
- Experience in supporting underserved communities, or working with mission-led businesses
- Regulatory background
- Lived experience or professional expertise in areas aligned with our focus (e.g. homelessness, enterprise growth, building and enabling community resilience)
- Previous experience of institutional investment, fund management, venture capital, or blended finance structures

## TERMS OF APPOINTMENT

- The appointment is for an initial 4 years, with the possibility of up to 2 additional terms of renewal
- All applicants must have an existing Right to Work in the UK

## APPLICATIONS

- Please apply by 31 October 2025
- Online Interviews will be held w/c 10 November 2025
- Face to Face Interviews will aim to be held w/c 24 November 2025 (subject to change)

### **Launceston**

The Great Barn  
5 Scarne Court  
Hurdon Road  
Launceston  
PL15 9LR

### **Manchester**

Suite 707  
Bloc  
17 Marble Street  
Manchester  
M2 3AW

We also have dedicated  
Resonance teams based  
locally in Bristol and  
London

