Ecology Building Society

Chair of Ecology Building Society

Job Specification

Saxton Bampfylde

October 2026 **Reference** CBFKB

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Dear Candidate

Thank you for your interest in becoming Chair of Ecology Building Society.

For over 45 years, Ecology has demonstrated that sustainable finance can be a force for positive change. Our aim is not only to provide mortgages and savings products, but to support sustainable homes, responsible lending and a more resilient future.

As we look to the future, Ecology are seeking an exceptional Chair to lead the Board through the next stage of the Society's development. Working closely with fellow Board members and the Executive team, you will help ensure Ecology remains financially strong whilst staying true to the **purpose** on which it was founded. Having completed a Capital Raise, full stack-technology transformation, and Business Model Transformation, scaling the Society to be able to have more impact is a top priority. The Society has the ambition to double the size of the Balance Sheet in the next 4-5 years, and the Chair will be an important conduit to ensuring that the right support and challenge is coming forward from a well aligned Board.

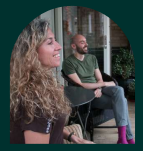
Operating in an increasingly complex environment, the Society faces evolving Member expectations, regulatory change, economic uncertainty and growing Just Transition challenges. As Chair, you will provide strategic leadership, promote effective governance and foster a culture of openness, integrity and accountability. You will play a key role in balancing financial resilience with our environmental and social ambitions, whilst championing the interests of our Members.

We are looking for an individual with sound judgement, strategic insight and a collaborative approach. Experience of Board-level leadership, governance and stakeholder engagement is important, alongside a genuine commitment to ethical finance and the positive impact mutual organisations can have on society.

This is a unique opportunity to build on Ecology's legacy and help to shape a future centred on sustainability, community and responsible growth. We hope that you will be inspired to consider how your experience and values could contribute to our continued success. We are committed to diversity and inclusion and warmly welcome applications from individuals of all backgrounds.

Thank you for your interest.
Best wishes
Gareth Griffiths
Chief Executive Officer

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.

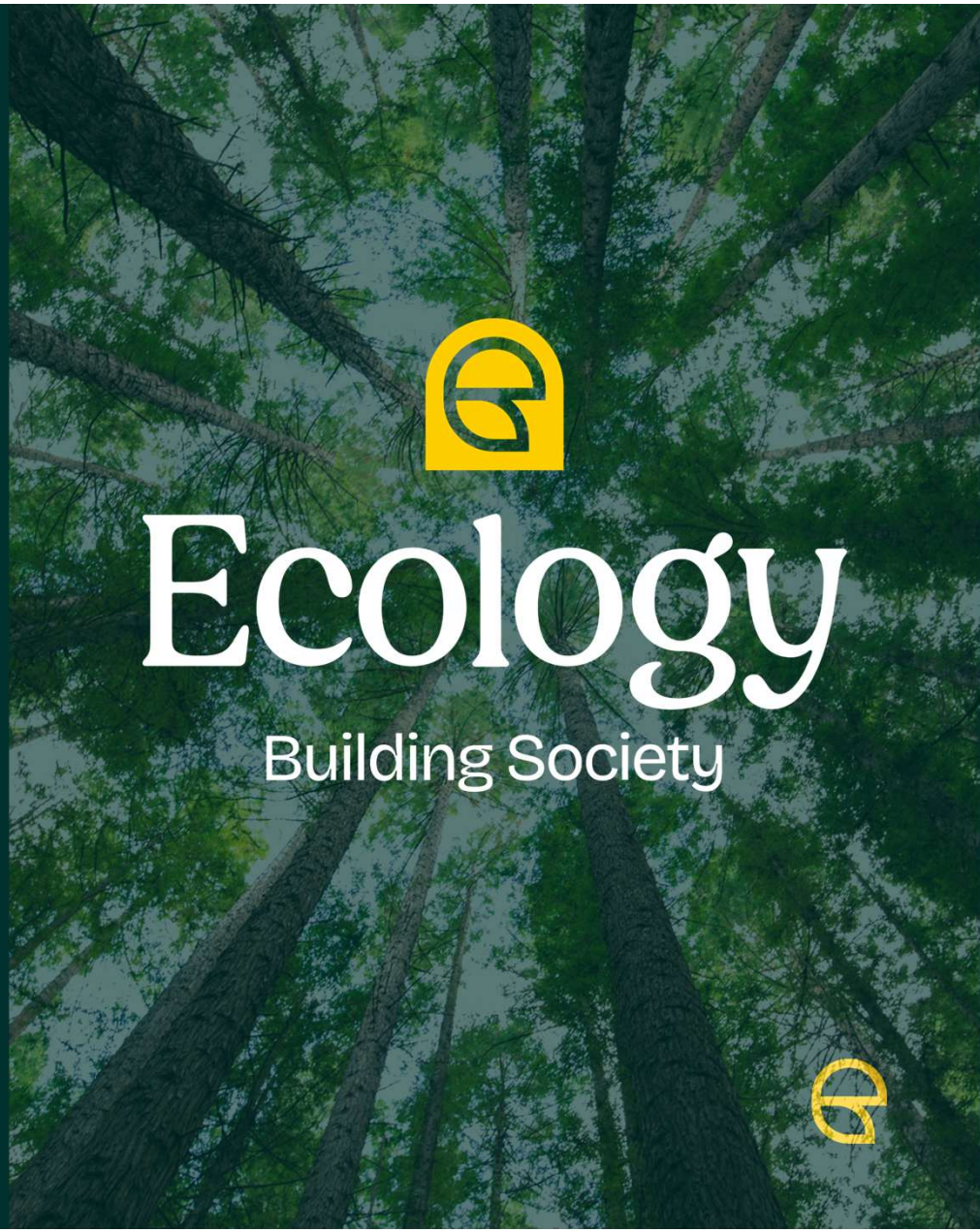
Intro to Ecology

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 1,532 mortgage customers, and assets of nearly £338 million at ½ year in 2026.

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

The Society is seeking an exceptional Chair to provide strategic leadership, uphold the highest standards of governance, and champion the Society's purpose, values, and long-term ambitions. This role requires an influential and respected leader with the credibility, insight, and judgement to guide the Board through an evolving financial services landscape while maintaining a clear focus on member outcomes and sustainable success.

The successful candidate will be a visible ambassador for the Society, capable of building strong relationships with regulators, industry stakeholders, and the wider community. They will bring a strong values-based leadership approach, a commitment to mutuality, and a genuine passion for delivering positive and lasting impact.

About the role

The Chair is an independent Non-Executive Director appointed by the Board and accountable for leading its effectiveness and governance. The role is responsible for ensuring the Board operates with clarity of purpose, constructive challenge, and an unwavering focus on the Society's long-term success, member interests, and strategic objectives.

The role of the Chair is to:

- **Champion the Society's purpose, vision and values**, ensuring they are embedded within strategic decision-making, culture and business priorities.
- **Lead an effective and high-performing Board**, driving robust governance, strategic oversight, and constructive challenge.
- **Set the tone from the top**, fostering a culture of integrity, openness, accountability and continuous improvement.
- **Facilitate high-quality Board discussions**, encouraging diverse perspectives, balanced debate and effective decision-making.
- **Promote strong relationships between Executive and Non-Executive Directors**, ensuring collaboration, mutual respect and full engagement from all Board members.
- **Support the long-term success and sustainability of the Society**, maintaining a clear focus on member outcomes and stakeholder interests.
- **Ensure sound governance and regulatory oversight**, including compliance with all applicable legal, regulatory and prudential requirements.
- **Ensure oversight of the Society's prudential soundness**, making certain that the Society has sufficient resources to be able to execute its Strategy
- **Maintain effective relationships with regulators and key external stakeholders**, enhancing trust, transparency and the Society's reputation.
- **Provide guidance, support and constructive counsel to the Chief Executive Officer**, while respecting the distinction between governance and executive management responsibilities.
- **Lead the ongoing development and effectiveness of the Board**, ensuring the right skills, behaviours and succession plans are in place to support future success.

What experience will you bring?

Experience and Expertise

The ideal candidate will demonstrate:

- Significant Board-level experience within a regulated organisation, ideally within the mutual, financial services, or broader purpose-led sectors.
- A strong understanding of corporate governance, risk management, financial performance, and strategic oversight.
- Proven experience chairing a Board, committee, or other complex governance forum.
- The ability to navigate challenging conversations
- The ability to provide strategic leadership through periods of organisational growth, transformation, or change.
- Credibility and influence across business, regulatory, and stakeholder environments, with the confidence to engage effectively at senior levels.
- An understanding of environmental, social and governance (ESG) considerations and the evolving role of financial institutions in supporting sustainable outcomes.
- Experience of fostering high-performing Boards and executive teams, promoting constructive challenge, collaboration, and accountability.
- The ability to coach and develop Non-Executive Director colleagues

Personal Attributes

The successful candidate will demonstrate:

- Independent thinking, sound judgement, and the ability to make balanced and well-informed decisions.
- Authentic and inclusive leadership, with the ability to inspire confidence and bring out the best in others.
- A strong alignment with the Society's purpose, values, and member-focused ethos.
- Excellent interpersonal and relationship-building skills, combined with emotional intelligence and self-awareness.
- Integrity, discretion, and a strong commitment to ethical leadership.
- Gravitas and credibility, coupled with a collaborative and approachable style.
- The ability to facilitate constructive debate, build consensus, and unite diverse perspectives around a common objective.
- Resilience, curiosity, and a forward-looking mindset that supports innovation, adaptability, and continuous improvement.

What commitment is expected?

Sufficient time and an ongoing commitment to meet board responsibilities. Typically, this is 40 days per year including attendance at board meetings (currently 10 per year with flexibility expected) and membership of Nominations 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 in the UK and must meet the standards/compliance requirements for Directors and be certified, in due course, as fit and proper under the Senior Managers & Certification Regime.

Chair fees of £40,000-£45,000 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 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

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

Board Committees

EBS Board
Chair

Board Risk Committee
Jaedon Green

Audit Committee
Andy Mulligan

Nominations Committee **Chair**

Remuneration Committee
Jaedon Green

Management Committees

Core Management Committee

Operational Risk & Resilience Committee

Assets & Liability Committee

Product & Pricing Committee

Credit Risk Committee

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Ecology Building Society on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **CBFKB.**

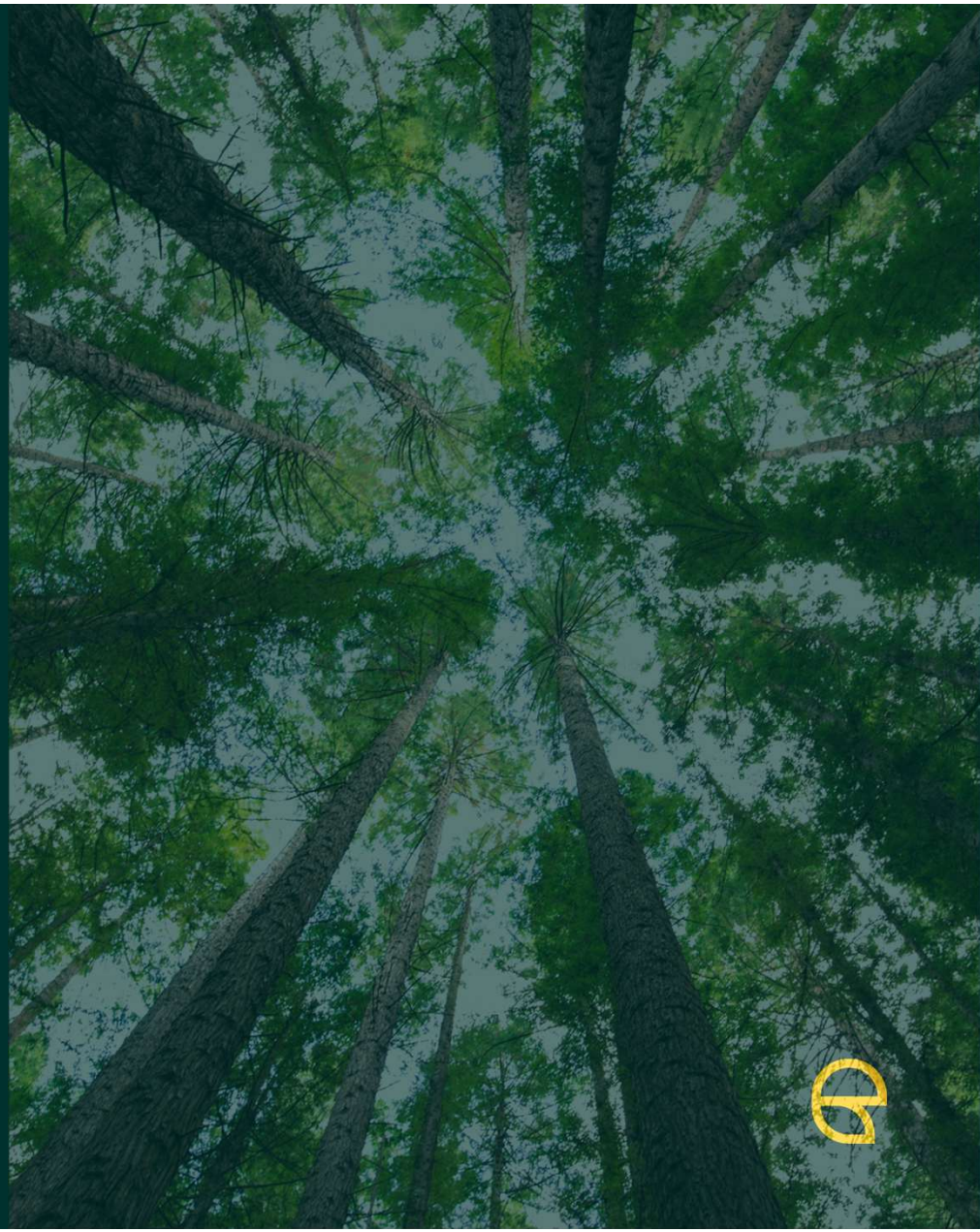
Click on the ‘apply’ button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is midday on **Monday 9th November 2026**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice
According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Saxton Bampfylde



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