Connexus

We are hiring a People Operations & Resourcing Manager

Welcome from Matt Pitt, Chief People Officer



This role is an opportunity to be part of a team that makes a genuine difference in our communities. In this pack, you'll find details about the position and insights into what it's like to work with us. Connexus is a rural housing association rooted in Shropshire and Herefordshire. We provide over 10,000 affordable rented homes and associated support services across the two counties, supported by a workforce of approximately 500 colleagues.

Our vision is simple yet ambitious: to provide homes you can build a life in. Central to achieving this vision is our belief in the value and potential of our people. We recognise that a positive, empowered, and engaged workforce is essential to delivering outstanding service to our customers and communities.

We are always looking for people who are motivated, hard-working, flexible, full of ideas and most importantly, people who really want to make a difference. We want people that will embrace our culture and the freedom it offers and continue with the innovation in service delivery we have become known for. If you like the sound of this, then we might be the organisation for you. I hope the information in this pack proves

useful and gives you all the guidance you need to pursue your application.

Matt Pitt
Chief People Officer

Our corporate plan



Our new Corporate Plan, homes you can build a life in was launched in March 2025. This new plan focuses on our commitment to providing good-quality, safe, and affordable homes – fundamental principles that will always guide Connexus. Where we do want to see change is in our service delivery, with a focus on building trust in our services as well as ensuring we are operating as efficiently and effectively as possible.

As well as building trust, we will of course continue to build new homes, with this plan shifting the focus to look at our existing land, the properties we have, and the needs of the local communities we serve. Regeneration will play much more of a role in our developments over the next five years, aiming to replace homes which are no longer fit for purpose in the same places or close by – ensuring affordable housing doesn't disappear from our communities.

This plan is a confident step forward, shaped by those we serve and work alongside. It reflects our commitment to providing good quality, affordable homes while adapting to the evolving needs of our communities.

Read the **Corporate Plan 2025-2030 here**.

Our direction of travel

A key focus of the role will be bringing our EDI implementation plan to life, translating our commitments into meaningful and measurable action across Connexus. You will also lead a review of our candidate experience and recruitment processes, ensuring

we are well positioned to attract diverse, high-quality talent, while developing our pay, reward and benefits programme so that our overall colleague offer supports attraction and retention. Together, these priorities will play an important part in creating an inclusive colleague experience and building a high-performance culture where people can thrive and perform at their best in delivering great service for our customers across the rural communities we serve.

What we can offer you

The benefits at Connexus



Hybrid & Home Working
Where possible, we offer hybrid working which involves working from home and working in an office/hub for an amount of time during the week as agreed with your line manager.



Personal development
A healthy learning and training budget to support your development



Flexible working
We're supportive of flexible working wherever possible and this can be discussed with your line manager and a flexible working request can be made if needed.







Annual leave
We offer a generous 30 days' annual leave, plus bank holidays.

Pensions
You'll automatically be enrolled into the Social Housing Pension Scheme, with employer contributions of up to 15%, and through salary sacrifice you can make your pension contributions work even harder for you.

Enhanced maternity/paternity pay
Dependent on service qualifying criteria we offer enhanced maternity and paternity benefits.







Volunteering
We're a community-focussed organisation and encourage our colleagues to take 1 day every year to volunteer in the community and you'll receive your normal pay for that day.

Car benefit scheme
Our Tusker Car Benefit Scheme gives eligible colleagues a tax-efficient way to access a new or pre-loved car through salary sacrifice, with many of the everyday costs of motoring included in one monthly payment.

Your wellbeing
Your wellbeing is very important to us and we have a number of offerings to help keep you well in and outside work.



Healthcare Cash Plan
We offer a plan from BSHF that gives you money back for costs of treatment from various health care providers such opticians, the dentist and physiotherapists.



Discounts Scheme
This is provided through BSHF. You can get discounts and cashback using an online portal for major high street brands, leisure, and services.



Salary Review
Salaries are reviewed annually in April.

Meet with us

Expect to hear from us soon.

If invited to interview, we'll provide all the details in advance, including any interview formats we may use. During the interview, we'll chat about your experience, and you'll have the chance to ask questions too. There may also be a task or presentation so you can showcase your skills.

If you're successful, we'll be in touch to discuss the next steps and make sure you have everything you need to get started.

Directors

Kate Smith

Chief Executive

Matt Pitt

Chief People Officer

Nick Batt

Chief Operating Officer

Andy Palmer

Chief Financial Officer

Our Non-Executive Directors

Anne Turner
Chair of the Board

Nicola de Iongh
Senior Independent Director

Simon Ewins
Non-Executive Director

Imran Patel
Non-Executive Director

Julian Bill
Non-Executive Director

Helen Southwell
Non-Executive Director

James Savage
Non-Executive Director

Philip Ingle
Non-Executive Director

Anne Copeland
Non-Executive Director

Thomas Heier
Non-Executive Director

Thank You

Thank you for considering a career with Connexus.

If you have any questions or need further information, please don't hesitate to reach out to the Hiring Manager or our People Team.

Your journey with Connexus starts here and we can't wait to see where it leads!