

## ET and SLT Biographies

### **Bobby Duffy**

Bobby has been CEO since February 2019, and previously operated at Executive Director level in 2 national organisations for 10 years. Bobby has 35 years experience delivering services to people with complex needs in both public and 3rd sector organisations, and has an excellent understanding of the Voluntary Sector, Social Care, Health, Housing and the Policy Framework which drives the development of social care services and housing in Scotland. Bobby's main focus as CEO is Strategic Leadership, Developing Inclusive Environments and Cultures and ensuring Excellent Governance of ARK HA.

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### **Ron Watson**

Ron is a chartered accountant with a Masters in Business Administration. Prior to joining ARK as its Finance Director in 2010, he has held Finance Director roles in public and private sector organisations with UK and global operations and, therefore, has a significant breadth and depth of financial and business planning experience.

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### **Victoria Knox**

Victoria has spent her career in various HR roles across different sectors and has worked with ARK for over 7 years, 5 of those in her current post. Victoria contributes to the sector nationally through her role as Chair of the HR Voluntary Sector Forum who have 80+ member organisations. She has recently completed an MBA (with Distinction) at Strathclyde University and is also a Chartered Fellow of the CIPD and a Steering Committee Member of the West of Scotland Branch.

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### **Mark Hall**

After qualifying as a Psychiatric Nurse in 1992, I worked in various community settings before starting work with the Scottish Association for Mental Health. I worked with SAMH for 21 years in a variety of roles; managing and developing community services for people experiencing mental health, addiction, criminal justice and homelessness issues. I moved to ARK Housing Association in 2015.

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**Fiona Ross**

Fiona has worked in senior and management posts in Housing since 1990, and worked with Perth and Kinross Council, and West Granton Housing Co-operative, before joining ARK in 2008. Fiona leads the Housing team, focusing on improving the service provision to tenants, including the provision of housing services from an office in the North, and ensuring compliance with all changes in legislation. Fiona holds an Honours degree in Geography from Edinburgh University, a postgraduate degree in Housing Management, and is a Chartered Member of the Institute of Housing.

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**Michael Catlin**

Michael is a CIPD qualified HR & OD professional with extensive experience in social care and housing organisations. Prior to joining Ark as it's Head of People & OD in January 2020 Michael previously worked as a People & OD Business Partner for charities such as Carr Gomm and Cairn Housing Group.

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**Jean Stevenson**

Jean took up her role with ARK in February 2015, and has spent her entire career in IT, with over 30 years of experience. Jean has mostly worked in various management roles, in both the private and public sectors.

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**Colin Phillips**

Colin has worked in the Social Care Sector for the last 12 years in a number of Quality Assurance, Project Management, Business Development and Service Management roles, and has been Assistant Director of Care and Support at Ark for the last 3 years. Prior to this he worked in the Private Sector for over 20 years in a variety of engineering and management roles for multi-national electronics companies.

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### **Stuart Green**

Stuart joined the organisation in May 2020. He is a member of the Institute of Chartered Accountants in England and Wales (ICAEW), being admitted to membership in 2013. He started his accountancy career with KPMG in Newcastle upon Tyne, working across a range of corporate and not-for-profit clients, with a particular focus on housing associations. Since then, and prior to joining Ark, he has worked in the higher education sector, and for one of the UK's largest housing, care and property-management groups.

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### **David Gray**

David joined ARK HA in July 2020 having spent the last 20 years working for Social Housing landlords in the Scottish Borders and latterly working as Technical Manager for Berwickshire Housing Association with a focus on delivering a first class experience for customers.

During this time David has gained considerable experience in project management, procurement and property management systems within the housing and construction sector.

A qualified tradesman and Energy Performance Assessor, David is passionate about combining energy efficient construction with commercially available renewable energy systems to reduce energy costs for our customers.

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### **Lyn Docherty**

Lyn spent 20 years working in the Voluntary Sector in frontline services as a Support Worker then Service Manager before becoming an Operational Manager. In 2015 Lyn became the Coordinator of Glasgow's City Ambition Network; a collaboration between third sector and statutory services to improve the experience of those homeless individuals with the most complex needs in the city. Lyn joined Ark as the Head of Compliance and Improvement in October 2020.

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