



BRITISH ROWING

Independent Non-Executive Director

Role Description

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Independent Non-Executive Director - Role Description

British Rowing is seeking to appoint two Independent Non-Executive Directors to its Board. Appointments are made for a period of three years, with the possibility of a second three-year term. The position is unpaid, but reasonable travel expenses are reimbursed.

The role of the Non-Executive Director is, with the rest of the Board, to contribute constructively to the development of British Rowing's strategy; to review the performance of management in meeting agreed goals and objectives; to support and monitor the Chief Executive Officer's performance, and to ensure appropriate succession planning and to do so in the light of British Rowing's governing documents.

The Board is particularly looking for one applicant with a background in finance and a second applicant with an understanding of risk management. Some experience of chairing committees is desirable as the successful candidates will be chairing either the Audit and Risk Committee or the Finance Committee.

The Board meets six times a year. In addition, Independent Non-Executive Directors normally sit on one of the board committees – which typically meet three to four times a year. In a normal year there will be 3 or 4 evening events which Directors are encouraged to attend plus some weekend commitments.

Location

British Rowing is based at 6 Lower Mall, Hammersmith, London W6 9DJ. Due to Covid restrictions all meetings currently take place online.

Eligibility

British Rowing is committed to equal opportunities for all. We recognise the enhanced creativity, performance and legitimacy of an organisation that is more representative and are actively striving to realise these benefits at Board and beyond. Applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, parental circumstances, race, religion or belief, or relationship status.

We are keen to encourage applications from people who have never before considered becoming part of the sport of rowing.

To be eligible for appointment as an Independent Director, candidates must be free from any close connection to British Rowing itself, and must - from the perspective of an objective outsider



- be viewed as independent. A person may still be deemed to be independent even if they are a *member* of British Rowing and/or a member of a British Rowing-affiliated club.

Background information: Key facts about British Rowing

British Rowing, as the national governing body for the sport, is responsible for the development of rowing in England, and the training and selection of rowers to represent Great Britain. Our role is to maintain the framework that delivers for current participants from the grassroots up to the highest level, as well as to act as Trustees of the sport who must safeguard its past, present and future.

Rowing has a proud history. It has been one of the country's most successful Olympic sports, producing World, Olympic and Paralympic champions from across the UK, and Great Britain's rowers have topped the medal table at the last three Olympic Games. At a grassroots level, over 825,000 row (indoor or on the water) each month, according to Sport England's year one Active Lives survey.

British Rowing's mission is to ensure that the sport thrives for past, current and future members. Our vision is to promote the positive impact of our sport across a broader range of people in the country, while upholding Britain's position as a leading rowing nation. We aim to provide an enjoyable experience for all current participants and to encourage people who have never rowed before to get involved, regardless of background or ability.

The company has an annual turnover of £12m. We receive restricted funding from UK Sport to run our Olympic and Paralympic programmes, and from Sport England to run specific participation and membership related projects. We also have income from affiliated clubs and events, and some commercial partners, but the bulk of our unrestricted funding comes from membership subscriptions. Our current strategic focus is to increase the number of people who join individually as supporting members in order to guarantee the stable financial platform which is essential to safeguard the future of the sport.

Role Purpose

To provide leadership and strategic direction focusing on the vision, core values and objectives of British Rowing, which is the National Governing Body for rowing in England and represents Great Britain internationally.



A. Person Specification

Essential

- Ability to work as part of a Board, to listen, debate and once a decision has been made, abide by the principles of corporate responsibility
- Strong communication skills, and the ability to present own ideas clearly and concisely.
- Knowledge of the principles of UK corporate governance and the Code for Sports Governance
- Ability to develop and review strategy for British Rowing and hold management to account as a critical friend
- The ability to provide financial oversight and/or knowledge of audit and risk
- Ability to chair a committee
- Experience or understanding of driving diversity and inclusion within similarly complex landscapes, and an indicative understanding and interest in the specific challenges within the sports sector.
- Previous experience of committee activity in a commercial board, or a voluntary or charitable organisation
- Awareness of and passion for solving the complex issues facing organisations
- An inclusive leadership style, embracing and celebrating difference, with demonstrable understanding of and commitment to the principles of inclusion and diversity
- Broad understanding of the principles of data protection.

Previous Board experience is not essential, nor is it necessary to be involved in any way with rowing, although a willingness to get to know the sport and a commitment to enable our vision is. Bringing a perspective on diversity and inclusion in sport is more important, for example, than current knowledge of rowing.

B. Responsibilities

1. Become a Director of British Rowing Limited;
2. Comply with the law, British Rowing's constitution and Code of Conduct;

Together with the Chair, Chief Executive Officer and fellow Board members:

3. Have oversight of the sport of rowing, sustaining and developing it for current members and protecting it for future generations of rowers;
4. Monitor British Rowing's progress annually against agreed goals and objectives;
5. Devise and agree British Rowing's strategy and review it together with the core values of the vision as necessary;



6. Monitor British Rowing's performance, financial expenditure, risk and resource allocation against the strategic plan at least quarterly;
7. Ensure the maintenance of sound finances;
8. Support British Rowing in enabling an inclusive culture for the sport and act as a proactive advocate for British Rowing's diversity and inclusion goals and values;
9. Build effective relationships with external partners and stakeholders as required;
10. Undertake training as appropriate and participate in an annual Board and individual evaluation process;
11. Attend British Rowing events and meetings as appropriate and act as host to partners, sponsors and other stakeholders as required.

The successful candidate will be expected to meet standard Board competencies as follows:

1. Build effective relationships with the Chair, fellow Board members, the Chief Executive Officer and the senior team at British Rowing, ensuring all are committed to the common purpose;
2. Be capable of expressing, orally and in writing, ideas and information in ways that are appropriate, accurate and concise;
3. Listen to all fellow board members, ensuring their views are heard;
4. Identify opportunities in pursuit of the achievement of British Rowing's vision and strategic goals;
5. Follow established principles of UK corporate governance, including the Code of Sports Governance and British Rowing's Director's Code of Conduct;
6. Ensure that independent judgement is exercised at all times, including on issues of strategy, performance, resources and standards of conduct;
7. Understand the purposes of corporate governance and management, the differences and relationships between them, and frameworks for assurance and accountability;
8. Empathise with the volunteers who are vital to the running of the sport;
9. Understand and accept the legal duties, responsibilities and liabilities of being an Independent Director of a not-for-profit organisation.

To apply

Please send a letter of application detailing how you meet the above criteria and your motivation for joining us, and confirming that there are no reasons why you may not hold the post of a company director, together with an up to date CV. Please include the name and contact details of two referees (who will not be contacted until after the interview, or before you have been informed in advance of any contact).



Applications should be sent to Mrs Pippa Randolph, British Rowing, by email to governance@britishrowing.org

If you have any questions about the role please also email Pippa Randolph in the first instance.

The closing date for applications is 5.00pm on Friday 12 February 2021. Candidates will be invited to a panel interview during either the week of 15 or 22 February, at a date and time to be confirmed. Due to Covid restrictions, all interviews will take place online. (An alternative date may be offered at the panel's discretion.)

Following references and approval by the Board, the successful candidate will join the Board from 1 April 2021.