



Brief for the position of

# FOUNDATION DIRECTOR



[www.loverowing.org](http://www.loverowing.org)

# A LETTER FROM THE CO - CHAIRS



Dear Candidate

Welcome to Love Rowing!

As British Rowing's Charitable Foundation we have a clear objective – to transform lives through increasing access to the sport of rowing and its inherent benefits.

In a world where mental health challenges are increasing, particularly among young people, a positive experience of team sport on our canals, rivers, reservoirs, coast and in the gym offers improved confidence, teamworking skills and reduced isolation and loneliness.

Love Rowing was established in 2018 by the national governing body British Rowing to be its charitable foundation.

We have ambitious plans to scale both our fundraising activities and project support over the next five years,

working with a range of partners, other rowing charities, broader sports charities and a range of disability charities, as well as corporate partners and donors. We are known for a collaborative, flexible, innovative approach, working within the unique context that is each rowing club, school, community organisation and charity.

We already have a range of corporate partners and donors and want the next Foundation Director to deepen and strengthen our relationships over the next period and build new ones. We are looking for a charity leader who can be innovative, adaptable and collaborative to help us continue to punch above our weight.

If you are motivated by our ambition and impact and think you can apply your skills and experience to lead our work, we look forward to receiving your application.

**Clare Glackin & Nick Steel**  
**Co - Chairs of the Love Rowing Board of Trustees**

# Contents

1	About The Organisation	4
	The Role	5
	The Individual	6
	Our Trustees	7
	How to apply	11



# About the Organisation

Love Rowing is British Rowing's Charitable Foundation. Launched in December 2018, it is a trustee led charity which aims to transform lives through the sport, bringing new diverse communities to rowing.

## Our Objective

1. To transform lives
2. To bring more people into the sport, prioritising:



People with disabilities



Young people in underserved and disadvantaged communities



Ethnically diverse communities

*"We have the ability to change a person's life through rowing"*

*For our impact to date, please see [here](#).*

Love Rowing shares the goals of British Rowing's Sport England plans outlined [here](#).



# The Role

This is largely a stand-alone role that requires a startup mentality. There is a huge opportunity to build and grow within a charity establishing itself after a challenging period during covid. The existing team is part time and flexible and includes a project co-ordinator, an administrator and online marketer. Further support is provided by British Rowing. The appointee will:

- Raise funds which Love Rowing can then distribute according to its founding purpose.
- Develop and foster central fundraising relationships, bringing enthusiasm and creativity to inspire high net worth individuals, corporates and foundations to truly recognise the power of rowing to transform lives.
- Use innovative approaches to measure the impact of Love Rowing and to communicate this to donors and potential donors.
- Bring a sensitive, equitable, and inclusive leadership style to the position.
- Work collaboratively with the Love Rowing & British Rowing Boards.
- Plan to deliver high income growth, whilst providing consistent financial stability as a bedrock.

## Location and Remuneration

The location of the role is flexible. It is part-time, four days per week at an equivalent full-time salary of £50,000 pa.



# The Individual

*A self-starter able to build a social impact start-up by inspiring others (individuals, foundations and corporates) to fund it.*

*Whilst knowledge of rowing would be helpful, more important is a genuine interest and curiosity to understand and communicate the transformative power of rowing.*

## Experience

- Proven record building a pipeline of significant donors and raising funds.
- Creates successful events, networks effectively and harnesses advocacy.
- Manages finances and processes. Ensures good corporate governance, supported by an experienced Board of Trustees.

## Skills & Attributes

- Enthusiastic, resilient, adaptable and creative, a collaborative individual who builds partnerships to achieve goals.
- Personable and able to engage easily and build relationships across a wide range of people and organisations.
- Knows how to motivate and inspire others. Demonstrable commitment to sensitive and inclusive leadership.
- Prioritises and focuses on short, medium and long-term strategic imperatives.



# Our Board of Trustees

*"Youth Sport Trust's annual report in 2023 highlighted fact that our children are unhealthier, unhappier and more distracted than ever, and desperately in need of regular activity to help them with all aspects of their physical, mental and emotional development."*

Dr Cath Bishop, Love Rowing Ambassador and Trustee

*"I became a Trustee for Love Rowing because I want every person in the UK who could benefit from being a member of the rowing community to have the opportunity to do so. Through my work and volunteering, I have witnessed the inequalities of opportunity across the UK and I want to be a part of bridging this gap. I am particularly interested in delivering adaptive rowing programmes nationwide."*

Ellen Buttrick MBE, Love Rowing Trustee



## OUR BOARD OF TRUSTEES

### Clare Glackin - Co-Chair and Trustee Elect

Clare Glackin is delighted to be taking on the role of Co-Chair (elect). Rowing transformed her life. She was very lucky to have the opportunity to row twice in the Blue Boat at Cambridge and as an U23 for Great Britain, winning a silver medal. By day she now heads the Industrial Practice of Odgers Berndtson in Europe, the Middle East and Africa. Her expertise lies in assisting Boards with CEO appointments. She advises FTSE and Fortune 500 businesses, ambitious start-ups, multi-generational family-businesses and private equity-backed companies. Clare began her career in civil engineering.

Clare said: “I am delighted to be joining the Love Rowing Foundation Board of Trustees as Co-Chair (elect) and I look forward to helping to bring the transformational experience of rowing to more individuals and communities who have not previously had this opportunity.”

### Nick Steel - Co-Chair and Trustee

Nick is a chartered geologist and certified executive coach with a career in international upstream energy. He is now an advisor to energy companies, executive coach, visiting lecturer, trustee and fundraising director for a charity supporting young adults with disabilities, and adaptive rowing coach. Nick rows and sculls competitively, is currently the adaptive rowing representative on the Thames Regional Rowing Council, and former Maidenhead Rowing Club captain.

Nick said: “I wanted to become a Trustee because the Love Rowing ethos of transforming lives through rowing resonates with my values and purpose. I wish to support the foundation’s development to enable more people to enjoy the physical and mental wellbeing benefits of our sport.”

### Dr Cath Bishop – Ambassador and Trustee

Cath competed at three Olympic Games and became the first British woman to win the World Championships and an Olympic medal in the coxless pairs. After retiring from the Olympic team, Cath went on to have a career as a diplomat with the Foreign Office and now works as a business coach and consultant in leadership development. Her book *The Long Win* was published in 2020 to rave reviews from across the sporting and business world.

As outgoing Chair, Cath said: “I am delighted to be continuing my work with the Love Rowing Foundation Board of Trustees, handing over to the safe hands of Nick Steel and Clare Glackin as Co Chairs. I am committed to continue supporting Love Rowing’s aims and mission to progress the inclusive growth of our sport and bring the transformational benefits of experiencing rowing to more individuals and communities across the country.”

### Mark Davies – Representative of British Rowing

Mark sits on the board of Trustees as the representative of British Rowing, where he is Chair. His other charity work includes chairing the Onside Youth Zones project that is building facilities for underprivileged young people in west London, which is due to open in Q1 2024, and acting as an advisor to the Ruth Strauss Foundation. He has previously been a Trustee of SportsAid - a charity he was involved with for over a decade.



## OUR BOARD OF TRUSTEES

### Roger Bayly - Trustee Elect

Roger Bayly is a Managing Director with Alvarez and Marsal and is a member of its European Leadership team and has over 20 years of experience in corporate turnaround, operational restructuring and mergers and acquisitions. He works with Boards and Leadership teams of both private and public companies in both advisory and interim roles and has worked across Europe, the U.S. and Asia. Prior to joining A&M, Roger served in a variety of roles as a senior advisory Partner at KPMG. His early career was spent in a variety of engineering and operational roles in the European auto industry having completed an engineering apprenticeship at Jaguar Cars. Roger earned a master's degree in engineering from Cambridge University. In 2011, he was Insolvency and Rescue's Turnaround Practitioner of the year and in 2014 completed an executive Leadership Programme at INSEAD.

### Anne Buckingham - Trustee Elect

Anne is a lawyer qualified in both England and America with a twenty-year career as in-house counsel for large multinational corporations. She has also held several rowing related positions including being a board member for Community Rowing, Inc. in Boston and Leander Club. Her volunteer roles presently include International Liaison for both Henley Women's Regatta and the Head of the Charles Regatta and increasingly common roles in commentary, and amongst her other wide ranging volunteer roles, she was especially proud to be NPC assistant to Team GB Rowing at the 2012 Paralympic Games.

### Ellen Buttrick MBE - Trustee

Ellen is a European, World and Paralympic Rowing Champion in the PR3 Mixed Coxed Four and current Great Britain Rowing Team member. Alongside her sporting career, Ellen has worked with a number of national charities and is a dedicated volunteer with professional experience in Diversity & Inclusion. Recognized in the 2022 New Year's Honors List with an MBE for Services to Rowing, Ellen is pursuing an MSc in Gender, Policy, and Inequalities at the London School of Economics.

### Sally Corander - Trustee

Sally Corander is Founder of social impact agency, Interact, and sits on the Board of its UK and UAE companies. She founded Interact in the UAE in 2014 with a vision to build a healthier and more active generation. She has worked with senior stakeholders in Government and big brands to implement large scale health and well-being projects in the UK and Middle East. Before becoming a Board Member of Love Rowing, Sally was the Foundation Director of the charity until March 2023. Sally was instrumental in the relaunch of the charity post pandemic, bringing in funds, forging new partnerships and setting up inclusive projects across the UK. Alongside Interact and Love Rowing, Sally sits on the Board of Trustees for Infinity Boat Club - an inclusive youth rowing programme in Teesside for children from low income household families. Before joining Love Rowing in 2021, Sally had not set foot in a rowing boat. But after visiting many Love Rowing projects across the UK and trying the sport herself (even in the hail in Feb!), she has seen just how beneficial the sport can be and strongly believes it should be open to more people across the UK.

### Hugh Elwes - Founding Trustee

Hugh Elwes is a Managing Director at Stephens, the family-owned US investment bank, and leads the Financial Services Advisory team in Europe. He has over 35 years of investment banking experience, advising public and private companies on mergers, acquisitions, restructurings and fundraising and has broad experience across the financial services sector. Hugh's son Charlie is in the GB Rowing Team- he won a bronze medal in the GB men's 8 at the Tokyo 2020 Olympic Games and is currently a World and European Champion in the men's 8.

## OUR BOARD OF TRUSTEES

### **Louise Forster - Trustee Elect**

Louise is a Fellow of the Institute of Chartered Accountants in England and Wales with a variety of experience in financial leadership roles. Louise is developing a non-executive portfolio and is currently working with a number of non-profit organisations, particularly in the areas of sport, arts and culture with an interest in increasing social mobility through access and participation. Louise is a British Rowing National Umpire and an active member of the rowing community as a member of the Northern Regional Umpires Committee and the Northern Region Rowing Council. Louise is delighted to work with Love Rowing and support the sport of rowing in opening opportunities for everyone to enjoy the benefits that it can offer.

### **Phillippa Lennox King - Trustee Elect**

Phillippa has over 10 years' experience in the non-profit sector in the U.K. and in Hong Kong. Since 2021 she has been working for Business in the Community (BITC), U.K.'s largest and most influential responsible business network dedicated to building a fairer and greener world together, supported by His Majesty The King for over 40 years. Phillippa works with businesses across the U.K. to inspire, engage and challenge purposeful leaders to take practical action to mobilise their collective strength as a force for good in society. Before BITC, Phillippa worked in Hong Kong for several years for both The British Chamber of Commerce in Hong Kong, as well as The Outward Bound Trust. She has also rowed for Great Britain as a junior athlete, and coached rowing at Leander Club, The Lady Eleanor Holles School and Wimbledon High School. Her twin sister, Joanna Barton (nee Cook), was part of the 2012 Great Britain Olympic Rowing Team.

### **Sally Pettipher - Founding Trustee**

Sally is an experienced charity Trustee and CEO. She is also widely recognised as an expert in both sport and philanthropy and has worked with charities and social enterprises for over 20 years to grow their reach, impact and financial security. Recent experience includes establishing The Atlas Foundation and authoring the Sport Think Tanks report on 'Philanthropy in Sport'. A keen rower and member of Ross Rowing Club, Sally was instrumental in the early development of Love Rowing.

### **Richard Woods - Trustee**

Rich has spent the last 15 years in the Charity sector working across front line services, policy and fundraising. He has raised millions of pounds for NSPCC, Rainbow Trust Children's Charity and more recently OnSide Youth Zones – leading on a £6.5million state of the art facility for young people in North London. Starting his career in Africa supporting the Book Bus whilst researching his post-graduate thesis. What followed was 5 years of work on the front line supporting young people from ChildLine as well as conducting published research into the NSPCC's response to key factors affecting child protection in the UK. In 2022, Rich co-founded Tima with Lawrence Dallaglio OBE and Rebecca Scown OLY. Tima is a sports app aimed at delivering digital transformation for the industry. It works from National Organisations right down to the grass roots to bring sport into a single unified ecosystem.

# How To Apply

An indicative recruitment timetable for candidates is provided below. Once final dates are confirmed, these will be made available to applicants as soon as possible. Closing date: 11th September 2023

Interviews with Love Rowing: late September

*Interviews may be held virtually depending on diary restrictions*

**How to apply** please submit a comprehensive CV along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria.

The preferred method of application is online at: [info@loverowing.org](mailto:info@loverowing.org).

All applications will receive a response.

*Personal data In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/ application documentation will be understood by us as your express consent to process this information going forward.*

Please also remember to not mention anyone's information or details (e.g.: referees) who have not previously agreed to their inclusion.

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Please let us know should you require access to these documents in alternative formats.

