

# **BHA Board Member Role Description**

## **Independent Director (Performance)**



**Type of role:** Independent Director (Performance)

**Responsible to:** Chair and Board of Directors of the company

As an independent Director, the applicant should not hold any role, paid or unpaid, in the England Handball Association or Scottish Handball Association.

### **About the British Handball Association**

The British Handball Association ('BHA') is the governing body for high performance international handball in the UK. It is responsible for the Great Britain national teams at all age groups, as well as elite coaching. The BHA has recently secured National Squads Support Funding from UK Sport of up to £375K over four years targeted at our Senior Men's and Women's squads.

The England Handball Association and Scottish Handball Association are the BHA's sole members, and are responsible for the grassroots development of the sport, as well as national and regional league and cup competitions, in their respective countries.

The BHA embraces equality, diversity and inclusion both on and off the field of play where everyone can participate. We encourage applications from suitably qualified and eligible candidates irrespective of their gender, ethnicity, religion, belief or sexual orientation.

### **Fiduciary Duties**

- To act as a Director of the BHA in the best interests of the company, with honesty and in good faith towards its members, employees, principal funding partners, sponsors and of the communities within which the BHA operates
- To use such personal and professional skills together with such contacts, experience and judgement as s/he may possess with integrity and independence to optimise both the short term and the long-term performance of the BHA
- To play a full part in enabling the Board to arrive at balanced and objective decisions in the performance of its agreed role and functions, in line with the BHA Articles of Association
- To ensure that the objectives of the BHA, as agreed by the Board, are fully, promptly and properly carried out
- To act in the way s/he considers, in good faith, would be most likely to promote the success of the company for the benefit of its members as a whole

## Functions

The key functions of the Independent Director (Performance) are:

- To act as the Board Member with specific responsibility for strategic oversight of the Performance and National Teams Portfolio for the BHA, in line with the needs of the sport, including:
  - the UK Sport National Squad Support funding (NSSF)
  - elite athlete support;
  - athlete development pathway including talent identification;
  - selection of national teams;
  - international competitions;
  - elite coach pathways and development; and
  - liaison with any equivalent role in the England and Scottish Handball Associations.
- To work collaboratively with the member bodies (EHA & SHA) to ensure alignment across the performance pathways
- To be the main point of contact regarding performance with UK Sport
- To support the Performance Coordinator with delivering the NSSF campaign plan
- To chair meetings of the Performance Group
- To assist the Chairman and Board to recruit and appoint appropriately qualified members and persons, from both within and outside the sport, to support the development of the Performance Pathway and National Teams
- To work with colleagues to implement an action plan to deliver a performance pathway for the BHA
- To report to the BHA Board on progress and any other issues which may arise within the portfolio
- To represent the BHA at relevant meetings, conferences and/or other events, as may arise from time to time
- To support on delivering future funding applications to continue the development of the national teams and pathway

## Person Specification

Applicants for the role of **Independent Director (Performance)** on the Board of the BHA should meet the following personal specifications.

### Required key skills, experience and qualifications:

- Recent experience of participating in board and/or committee meetings within the sport sector
- Significant experience of playing, coaching and/or team management at a senior national or international level
- Significant experience of operating at a senior level in a strategic capacity
- Sound working knowledge of elite sport structures and processes
- Ability in team working and relationship management
- Ability to build and maintain strong, transparent relationships with key stakeholders
- Ability to support, challenge and work collaboratively with the Chair and other Board Members

**Desirable skills, experience and qualifications:**

- 
- Experience of managing, coaching or leading sports teams in senior national or international competitions
- An understanding and knowledge of international Handball
- Experience as a director, trustee or committee member in a commercial or voluntary or public sector context

**Required behavioural competencies and qualities:**

- Strategic perspective, vision and ability to work positively within a team
- Drive and commitment and the ability to demonstrate this to others
- Strong interpersonal, communication and negotiation skills and the ability to develop effective, sustainable partnerships
- Selflessness, integrity, objectivity, accountability, openness, honesty and leadership
- Commitment to the sport and the organisation
- Strong intellect and analytical ability
- Innovative thinker and ability to focus on the issues to be dealt with
- Dynamism, enthusiasm and energy
- Resilience and ability to make things happen
- Willingness to devote the necessary time and effort
- Willingness to be an ambassador for the organisation and the sport
- Willingness to adhere to the BHA Board Code of Conduct

Please submit all applications in writing, including a CV, to [office@britishhandball.com](mailto:office@britishhandball.com)

Closing date for application: 28 February 2022

---