

BHA Board Member Role Description

Independent Director (Performance)



Type of role: Independent Director (performance)

Responsible to: Chair and Board of Directors of the company

Location: UK (meetings typically held in online)

Remuneration: Voluntary (reasonable expenses covered)

Time Commitment: Approximately 3-4 days per month

Initial Term: 4 years

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 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 they 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 they consider, 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 Great Britain national teams across a variety of areas including coach development, performance progress across training and competition
- To work to secure stability and opportunities in line with their performance needs for the work of the British Handball Association
- To lead and action a plan for that performance in line with the performance manager and GB coaches
- To assist the Board to recruit and appoint appropriately qualified members and persons, from both within and outside the sport, to support the development of specialist activities
- To work with colleagues to undertake any specific project agreed by the BHA Board to support aspects 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 Engage where necessary with UK Sport regarding BHA's performance funds.

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:

- Experience within a performance (Olympic/Paralympic or professional sport) sport environment
- Experience of operating at a senior level in a strategic capacity
- Sound working knowledge of the high-performance sport system in the UK
- 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, Performance Manager and Board Members

Desirable skills, experience, and qualifications:

- Experience working with team sports

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 the Chair

stephen.neilson@britishhandball.com

Closing date for application: 9th of May at 1900 and interviews will be week commencing 18th of May
