



Independent Non-Executive Director

Role description ●

Independent Non-Executive Director

The Bowls Development Alliance (BDA) is seeking to appoint an Independent Non-Executive Director to its Board.

The appointment is made for a period of 4 years, with the possibility of a second term. The position is unpaid, but reasonable travel expenses are reimbursed.

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

The BDA recognises the need for improved diversity on the Board and accordingly would like to invite passionate individuals from a range of backgrounds, experiences, and perspectives to help guide and drive our work.

The Board is particularly looking for applicants with experience in equality, diversity, and inclusion, sports management, and marketing.

Overview of the Bowls Development Alliance

The BDA is a partnership organisation with a core purpose to; 'sustain, grow and develop the sport in partnership with the bowls family.

Created by the Sport's National Governing Bodies to channel Sport England investments into the sport, the BDA's primary goal is to increase participation in bowls whilst ensuring the sport is inclusive and accessible for all. It champions collaborative working across the sport and works to develop NGB-affiliated clubs and their volunteers, safeguard participants and share best practice.

Sport England has recently unveiled its new strategy "Uniting the Movement". It is a critical time for the sport of bowls to articulate its contribution to boosting activity levels across the country and helping people realise the physical and mental benefits of playing sport.

We look forward to working closely with our partners and developing a new, shared vision for growing participation in the sport.

Members and partners of the BDA: Bowls England, English Indoor Bowling Association, British Crown Green Bowling Association, Disability Bowls England & English Short Mat Bowling Association.

Location

The BDA is based at Pera Business Park, Nottingham Road, Melton Mowbray, Leicestershire, LE13 0PB. Due to Covid restrictions some meetings have taken place online.

Eligibility

The BDA 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 considered becoming part of the sport of bowls.

To be eligible for appointment as an Independent Non-Executive Director, candidates must be free from any close connection with BDA and its members itself and must – from the perspective of an objective outsider – be viewed as independent.

Strategy, Vision & Values

Vision: Together, we will place bowls at the heart of every community as an accessible sport for all.

Purpose: We will sustain, grow, and develop the sport in partnership with the bowls family.

Values: Pride. We are passionate, responsible, impartial, diverse, and empowering.

The organisation is now entering a period of exciting change as it looks towards the future and developing the sport with a new BDA strategy.

Our five strategic pillars are;

1. Support Good Governance - uphold the core obligations of governing the sport well in partnership with the National Governing Bodies.
2. Build partnerships - nurture relationships with our key partners and connect with the new ones to expand the reach of bowls.
3. Develop Clubs, Facilities and Volunteers - improve the capability and sustainability of our clubs, facilities, and volunteer workforce.
4. Raise the Profile of Bowls - showcase and promote the game across all programmes and platforms.
5. Drive Inclusivity - lead on the transformation of bowls as an accessible sport for all.

Independent Non-Executive Director – Role Profile

Role Title:	Board Independent Non-Executive Director
Reports to:	Chair of the Board of Directors

Role Purpose:

To provide leadership and strategic direction focusing on the vision, core values and objectives of the BDA, working in partnership with the sport's National Governing Bodies.

Person Specification:

- Ability to work as part of a Board, to listen, debate and once a decision has been made, abide by the principles of the corporate responsibility.
 - Strong communications skills, and the ability to present own ideas clearly and concisely.
 - Knowledge of the principles of UK corporate governance and the Code of Sport Governance.
 - Ability to develop and review strategy of BDA and hold management to account as a critical friend.
 - The ability to work with a matrix board where self-interest needs to be kept balanced against the best interests of the BDA and its strategy.
 - Ability to chair a committee.
 - Previous experience of committee activity in a commercial board, or a voluntary or charitable organisation.
 - Problem solving expertise.
 - Broad understanding of the principles of data protection.
- Previous Board experience is desirable but not essential, nor is it necessary to be involved in any way with bowls, although a willingness to get to know the sport and a commitment to enable our vision is also desirable. Bringing a perspective on diversity and inclusion in sport is more important., for example, than current knowledge of bowls.

Responsibilities:

- Become a Director of Bowls Development Alliance Limited.
- Comply with law, BDA constitution and Code of Conduct.
Together with the Chair, Managing Director, and fellow Board members:
- Have oversight of the sport of bowls, sustaining and developing it for current members and protecting it for future generations of bowlers.
- Monitor BDA's progress annually against agreed goals and objectives.
- Devise and agree BDA's strategy and review it together with core values of the vision as necessary.
- Monitor BDA performance, finance expenditure, risk, and resource allocation against the strategic plan at least quarterly.
- Ensure the maintenance of sound finances.
- Support BDA in enabling an inclusive culture for the sport and act as a proactive advocate for Bowls Development Alliance's diversity and inclusion goals, and values.
- Build effective relationships with external partners and stakeholders as required.
- Undertake training as appropriate and participate in an annual Board and individual appraisal process.

Board competencies:

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

1. Build effective relationships with the Chair, fellow Board members, the Managing Director, and the senior team at Bowls Development Alliance.
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 understood.
4. Identifying opportunities in pursuit of the achievements of BDA vision and strategic goals.
5. Follow established principles of UK corporate governance, including the company's Articles of Association, Code of Sports Governance and BDA 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 purpose of corporate governance and management, the difference 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 Non-Executive Director of a not-for-profit organisation.

Board meetings:	The Board meets 4 times a year in Leamington Spa. In addition, Independent Non-Executive Directors normally sit on one of the board committees – e.g., Nominations & Audit.
Remuneration and Term:	<p>This is a voluntary role, although reasonable expenses will be met.</p> <p>The appointment will be for a term of 4 years, with the opportunity for this to be extended by mutual agreement for one further term.</p>

How to apply:

Please complete the application form detailing how you meet the above criteria and your motivation for joining us.

Applications should be sent by email to Steve Mitchinson, Governance and Finance Manager, SteveMitchinson@bowldevelopmentalliance.com

If you have any questions about the role, please also email Steve Mitchinson in the first instance.

The closing date for applications is September 17th. Candidates will initially be invited for an informal Zoom call with the Chair and Senior Independent Non-Executive Director, then to a final panel interview, at a date and time to be confirmed.

Following references and approval by the Board, the successful candidate will join the Board from October 19th.