England Netball

President Information Pack
Volunteers are the most valuable resource any sporting organisation can have – they inspire, bring joy and enable so many to experience netball at all levels of the game. We certainly would not be the same without them.

My involvement in netball started at school, like so many others - inspired by a great PE teacher. I went on to support my University netball squad and from there experienced social and mixed netball. Then when I settled, through my club and local league days I have made lifelong friends with netball as a common theme for a catalogue of happy memories.

In the voluntary role of President, it’s been a privilege for me to meet so many who enable the youngest through to the eldest of us to participate and be involved in our sport. As one of the hosts of our annual National Goalden Globe Volunteers Awards event, it has given me great pleasure to see so many of the netball family receive the accolades of their peers for the work they have done at all levels of our sport.

I have also been delighted to support England Netball with the launch of two strategies close to my heart – firstly the deaf and para netball strategy and secondly - a long awaited volunteer strategy.

I continue to be astounded by the important role that netball has in so many lives and what can be achieved with talent, perseverance and hard work both on and off the court.

The last five years has seen tremendous change – the greater professionalism of the sport, the rise of a Superleague competition bringing elite level netball to ever growing live and local audiences, mainstream broadcasters showing more and more hours of the game on TV and on line, the winning of Commonwealth gold by the England Roses and the staging of a magical Netball World Cup 2019 in Liverpool.

As President, I have been honoured to welcome guests from so many different backgrounds – sports people, broadcasters, sponsors, partners, politicians, supporters, prize winners, armed service personnel, volunteers, charities, international sister nations, former national players and pioneering volunteers from across the decades and those coming to their very first match!

I have congratulated and hung medals around the necks of many talented athletes over the last five years: world champions to national school winners and walking netballers – the smiles (and tears) are just the same! Behind these athletes is an army of coaches, officials, managers, supporters, parents and volunteers who like to share a tiny part of every medal. This is our Netball family that I am so proud to be a part of.

As our new CEO Fran Connolly gathers up visions of netball in 2031 – she has made it clear that we must listen to our membership and to the young people who will be enjoying netball experiences in ten years time and beyond. This consultation is very important to us, and the executive team and Board will be entrusted to implement that final vision.

An exciting time for the new President and he or she will have a crucial role in supporting the staff team and Board in championing this new strategy.

If you believe that you could be an inspirational leader within England Netball and be part of the team to raise the profile of the sport and champion at the highest level the game for everyone worldwide, then I encourage you to apply for the incredibly rewarding role of President. Alternatively, if you have been inspired by someone that you think could inspire others and be an excellent President, then please encourage them to complete an expression of interest.

Lindsay Sartori
President - England Netball
Background

A new era for England Netball

England Netball’s current “Your Game Your Way” strategy has participants at the heart of everything England Netball does, transforming the sport, enabling growth, retention and a smooth transition through the different stages of a participant’s interaction with the game, whether casual players or elite athletes. It has resulted in significant increase in participation since 2008, with membership increasing to more than 107,000 in 2019/18 and the Roses have risen to the top of the game winning the 2018 Commonwealth Games.

England Netball is in the process of developing an innovative new strategy for the next 10 years to cement its position as a top-performing NGB and market leader, with ambitions to reposition the sport and establish a financially sustainable business model to secure the sport’s future.

England Netball is at a unique and exciting point in its evolution. A new Chief Executive has been appointed as of October 2019 and an open recruitment process is being undertaken for a new President to ensure the right figurehead is identified as the sport transitions into the new era.

Outgoing President Lindsay Sartori (who steps down at the AGM in September 2020) has pioneered and championed significant changes and achievements during her term of office over the last five years, including the hosting of the 2019 Netball World Cup on home soil and the launch of our first strategy for volunteers in netball.

International Game

The England Team is ranked third in the world. Netball was included in the Commonwealth Games for the first time in 1998 in Kuala Lumpur where England won bronze. At the Commonwealth Games 2018 the England Team won gold for the first time at a major international competition.

Every four years the Netball World Cup is held. England hosted the 2019 Netball World Cup in Liverpool, and this event was the most successful World Cup in history, attracting large crowds and inspiring a legacy for netball.

Key organisational interactions

The President will interact closely with a number of key individuals/groups within the organisation in the following ways:

- **Chair** - Professional relationship with quarterly meetings
  - Chair and President to ensure alignment on role and responsibilities
  - Chair to ensure President has sufficient knowledge of EN strategy
  - Feedback on board papers in advance of meetings. The President is not required to attend the board meetings.

- **CEO** - Limited interaction
  - CEO to brief President on key messages and initiatives to provide the right tools for communicating with membership
  - Liaise to coordinate arrangements for Regional Chairs Forum meetings
  - President to act as a conduit between the membership and senior Executive team on matters of substance.

- **Membership.** Attend events to be approachable and in direct contact with members, players and volunteers. Ensure capture of opinions, issues and demands to notify Board or Executives accordingly.

Governance Structure

The All England Netball Association (England Netball (EN)) is a company limited by guarantee which operates as a members’ Association. EN is the governing body for Netball in England. The Articles of Association were revised in September 2019 along with the Membership Regulations.

EN has a head office based in Loughborough (where the Board meetings are usually held) and approximately 140 staff across the spectrum of the game between grassroots participation and elite performance.
EN has approximately 107,000 registered members per year operating through about 3,500 clubs. There is a hierarchical structure of 52 Counties and 9 Regions between these clubs and EN. The individual participants and clubs are built into the constitution of EN as either voting or non-voting members of the organisation. Voting members are classed as members of EN in accordance with the Companies Act. The voting members nominate 3 Directors to serve a term of up to 2 years on the Board and then the Board can appoint an additional 7 Independent Directors to serve a term of up to 2 years. These 7 Directors are selected based on skills, knowledge and experience to enhance those of the Nominated Directors. Directors can serve a maximum of 4 consecutive terms. The Directors appoint a Chair and Committee Chairs from the 10 Nominated and Independent Directors. The CEO is also a Director (ex-officio) bringing the maximum number of Directors permitted on the Board to 11. The Board appoint a President for a 1 year term and the President can serve a maximum of 3 consecutive terms. The President does not sit formally on the Board.

The Board has established three Committees who are specialist groups with more time and expertise to provide in-depth scrutiny and monitoring for the Board; making recommendations and providing assurance. These three Committees are Finance & Audit, Remuneration and Nominations. Recognising that they cannot operate in isolation EN has a series of Advisory Forums and Groups, this includes the Regional Chairs Forum and National Heritage and Archives Group, which are both chaired by the President. EN uses this network of groups and forums to provide feedback and advice on initiatives and/or specific areas of expertise.

England Netball is a member of the International Netball Federation (INF) and Netball Europe.
Nature and purpose of the role

The overall purpose of the President’s role is to represent and champion the sport. The President will not only be the face of Netball, they will also be the communication channel between all internal stakeholders and together with the Chair and CEO represent the organisation externally.

The President of England Netball will be the figurehead of Netball in England and a “champion” of the values, vision and mission of the sport.

Key responsibilities of the President

1. Be the figurehead of England Netball
   - Give awards, speeches and network at national and international events:
     - AGM
     - Home International test series
     - NPL finals
     - VNSL Opening Weekend / Grand Final
     - ParaNetball Championship
     - National Schools finals
     - U16s National Club finals
     - U14s National Club finals
     - Prestigious events (on invitations)
     - National Goalden Globes ceremony
   - Give profile to future stars of Netball (e.g. delegate award presentations)
   - Write in magazines / programmes
   - Chair Regional Chairs Forum, National Heritage and Archive Group, National Goalden Globe Awards Panel.

2. Facilitate communication across the sport and volunteer recognition
   - Champion EN strategy with membership and volunteers
   - Celebrate and promote the contribution of volunteers
   - Seek out personal conversations with members and listen to opinions
   - Report to Board on member priorities as “eyes and ears” on the ground
   - Support the preparations for the National Goalden Globe Awards

As the Position of President is such a key role for the organisation there is a sizable time commitment which will be required including evenings and weekends. We estimate this to be:

- Up to approximately 5 hours a week corresponding with members
- Approximately 25 days per year attending key events within England. These are primarily at weekends but there are some weekday commitments also
Personal qualities, skills and experience:

The incoming President would be required to demonstrate a willingness to discuss, manage or potentially let go of all other roles that are (or could be perceived to be) a conflict of interest with England Netball – e.g., working for Sport England, playing a leading role in another NGB or International Boards, being a Regional Chair, being in a position to derive a competitive advantage from England Netball’s commercially sensitive information.

The President would be expected to embrace, advocate and uphold the core values of the NGB and the sport as a whole.

All candidates for the role of President should be deeply motivated by the opportunity to be the figurehead of England Netball as it goes into a new era of further growth and success. Critically, they should be fully committed to promoting the mission, vision and goals of England Netball. Specifically they will possess:

- Ability to quickly build personal credibility and presence within the sport and a personal brand associated with Netball
- Ability to understand and positively embrace Netball’s governance, leadership and strategic direction
- Track record of achievement in Netball; long-term personal reputation/relationship with extensive network of stakeholders within Netball
- Strong written and presentation skills – experienced and comfortable public speaker and media savvy
- Excellent diplomacy, negotiation and social skills
- A personal style that is dynamic and radiates enthusiasm about netball; encourages and inspires people at all levels
- First rate inter-personal skills, including the ability to build, manage, influence and connect complex and collaborative relationships with the Netball family and at a senior level, in a multiple stakeholder environment, with colleagues, stakeholders and partners
- A passionate commitment to the volunteers; with the ability to engage and influence them for the good of the game
- Ability to be a mentor; respectful of differences whilst maximising potential
- Honesty and integrity as key personal traits.
How to Apply

If you are interested in applying for this role or wish to nominate a suitable person, please complete the attached initial expression of interest form (below) and email them to the Company Secretary at company.secretary@englandnetball.co.uk. The closing date for expressions of interests is 12 noon on 20th March 2020.

The next stages of the selection process will be:

- An informal and confidential discussion with the President during April 2020
- Completion of a formal application form
- Final interviews with the Nominations Committee in May 2020

If you have any queries about any aspect of this appointment process or need additional information, please do not hesitate to contact the Company Secretary, Naomi Defroand on company.secretary@englandnetball.co.uk.