



# Non Executive Director – Elite Sport

Applicant information pack

Search and selection campaign being managed by:





## A welcome from David Armstrong Independent Chair, England Netball



**Thank you for your interest in joining England Netball's Board on our exciting adventure.**

England Netball has experienced its most successful decade in the sport's history. We delivered the iconic Gold medal win at the Commonwealth Games in 2018, which transformed the sport both on and off the court.

Our Vitality Roses received accolades on the global stage, winning much coveted awards including the BBC's Sports Personality 'Team of the Year' and Sunday Times Sports Women 'Team of the Year', while England Netball won 'Sport Organisation of the Year' at the Sport Industry of the Year Awards in 2019. As a consequence we have been able to establish the organisation as a powerful influence for good within UK sport and the wider community. On the international stage we are amongst the leading nations of our sport and the Vitality Roses will be defending their gold medal this summer at the Commonwealth Games before preparing for the Netball World Cup 2023 in South Africa.

The team success coupled with hosting the Vitality Netball World Cup 2019, growth in participation across the game, record-breaking crowds, landmark commercial partnerships with global brands including Nike, Red Bull, Vitality and Sky – and a never-before-seen level of momentum and visibility – have taken our game and our athletes to new levels.

England Netball is a thriving and vibrant organisation and although the sport was significantly impacted by the pandemic the whole netball family rallied together for the survival of the sport. Once the sport was able to return for the current 2021/22 season the membership level bounced back and has already exceeded pre-pandemic levels – recording our highest ever membership of over 109,000.

Having been on the board since 2020 I am proud to have been given the opportunity from this year to lead the board as Chair as we embark on our 'Adventure Strategy'

to fulfil our purpose 'To lead a movement, on and beyond the court. To uphold an unapologetic focus on women and girls whilst opening the game for new audiences to belong, flourish and soar.'

Key to achieving this success will be professionalising the sport to take it to the next level and ensure netball is the leading professional women's sport in this country. This role will play a vital part in supporting the Roses to become the best team in the world through growing a professional performance system providing an unending supply of outstanding players supported by a domestic league that is the most competitive, commercially vibrant, and captivating netball league in the world.

**David Armstrong**  
Independent Chair



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## About England Netball

**England Netball is the national governing body for one of England's biggest female team sports, netball.**

It oversees and is responsible for the strategic plan of the sport across the country. We are a not-for-profit, customer focused sport business aiming to lead a movement on and beyond the court. To uphold an unapologetic focus on women and girls whilst opening the game for new audiences to belong, flourish and soar.

In 2019 following the elevated interest in netball, participation was growing fast, we know that 3.1 million people played netball annually and 850,000 played on a weekly basis, which was helped by our popular and varied programmes such as Back to Netball, Walking Netball and Bee Netball.

However, netball as a close contact sport was the team sport worst impacted by the pandemic with the sport having to stop all together for the first time in its history.

This last year with a gradual and disrupted return we have seen a pleasing rebound from the pandemic, with membership at full recovery and general participation not far behind, thanks to the dedicated club and league network.

England Netball has run the [Vitality] Netball Superleague, the top domestic competition in the UK for 17 years. This has been supported by our broadcast partner Sky and seen the growth of a dedicated fan base supporting the 11 teams who currently compete within the competition.

The Vitality Roses, England Netball's senior team, are currently reigning Commonwealth Champions, third in the World Netball rankings, and closing the gap on the top two nations.





## Adventure Strategy & the future

**The 'Adventure Strategy' outlines the intention to accelerate the development and growth of the game at every level, from grassroots to the elite, elevating the visibility of the sport and leading a movement to impact lives on and beyond the court.**

The organisation is also committed to opening up the sport to new audiences in every community, so netball better represents the rich diversity of the country it proudly represents, and ensures the sport continues to evolve and adapt to thrive in the future, helping to create a truly inclusive sport for all where everyone can belong, flourish and soar.

The recent partnership announcement with England Men's and Mixed Netball Association (EMMNA) to help develop and grow male participation in the game, supports this commitment as England Netball pledges to promote difference and embrace the opportunity to make the sport a possibility within everyone's reach.

Transforming netball for children and young people is a strategic priority to protect the future of the sport. The organisation will accelerate the expansion of its Bee Netball programme for young children, whilst supporting teens and young women to stay in the game to keep them physically active and in the game for life.

The elite game is in focus too, with the ambition for the Vitality Roses to be the best female sports team in the world, supporting the national team to consistently win on the world stage, with an outstanding talent pathway in place to fuel sustainable successes on court, and setting new standards for netball. The professionalisation of the game over the next decade is a priority, focusing on creating more careers in the sport, growing world-leading international and domestic competitions and events – including the world's number 1 female sports competition.

Grounded in feedback from the Netball Family, with over 3,000 members and stakeholders consulted as part of the strategic process to understand what they wanted netball to 'look like' in 2031, the plan is aspirational and ambitious and sees the organisation pledge to continue to be a trailblazer for women's sport as it embarks on its new adventure.



**Please click on the link to view our Adventure Strategy**



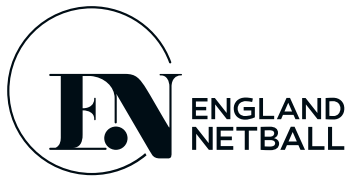
## Governance structure

The England Netball Board consists of up to a maximum of 11 Directors. This comprises 7 Independent Directors, 3 Nominated Directors and the CEO (option to co-opt a further Director if required for 1 year).

Through the Articles of Association the Board is the ultimate decision making body and controls the affairs and powers of England Netball in accordance with its objects.

England Netball operates a structure of Committees and Advisory/ Management Groups that support the Board to fulfil this role:





## Non Executive Director – Elite Sport

**England Netball prides itself on being a guardian of the game, but also aspires to demonstrate to the whole of society what a positive power for good the sport can be.**

The Vitality Roses provide great female role models for aspiring athletes but the wider Netball Family prides itself on being a compassionate, supportive and inspiring network for all members of society.

Together we try to bring out the good in people; build confidence and aid the wellbeing of everyone engaged in our sport so that they can belong, flourish and soar. We recognise that as a sport, like the rest of the industry, we need to challenge ourselves more to diversify and ensure we provide inclusive opportunities to be involved in our sport.

The Board is collectively committed to being dedicated to difference and continuing to drive progress in this area with the new strategy. We have an excellent executive leadership team; loyal members of staff throughout the company and a passionate team of energetic volunteers. We recognise that the sport still faces a number of challenges including uncertainty around future funding and diversification of income

streams, however many of the challenges are equally opportunities to be realised. The board are seeking to appoint an Independent Non-Executive Director with a specialism in Elite Sport who can help guide the professionalisation journey and support the Vitality Roses to successfully compete for the Netball World Cup in 2023 and beyond.

This role is a fantastic opportunity for an individual to contribute to a sport that is truly 'on an adventure'. Recent years have seen the undisputed rise of netball and of women's sport more widely, but here at England Netball we are only just getting started. We hope you are inspired and excited by this opportunity and thank you for your interest and support in England Netball.



## The roles and responsibilities of a Non-Executive Director

**Non-Executive Directors are accountable to the Members and responsible for using their skills and experience to help England Netball achieve its aims.**

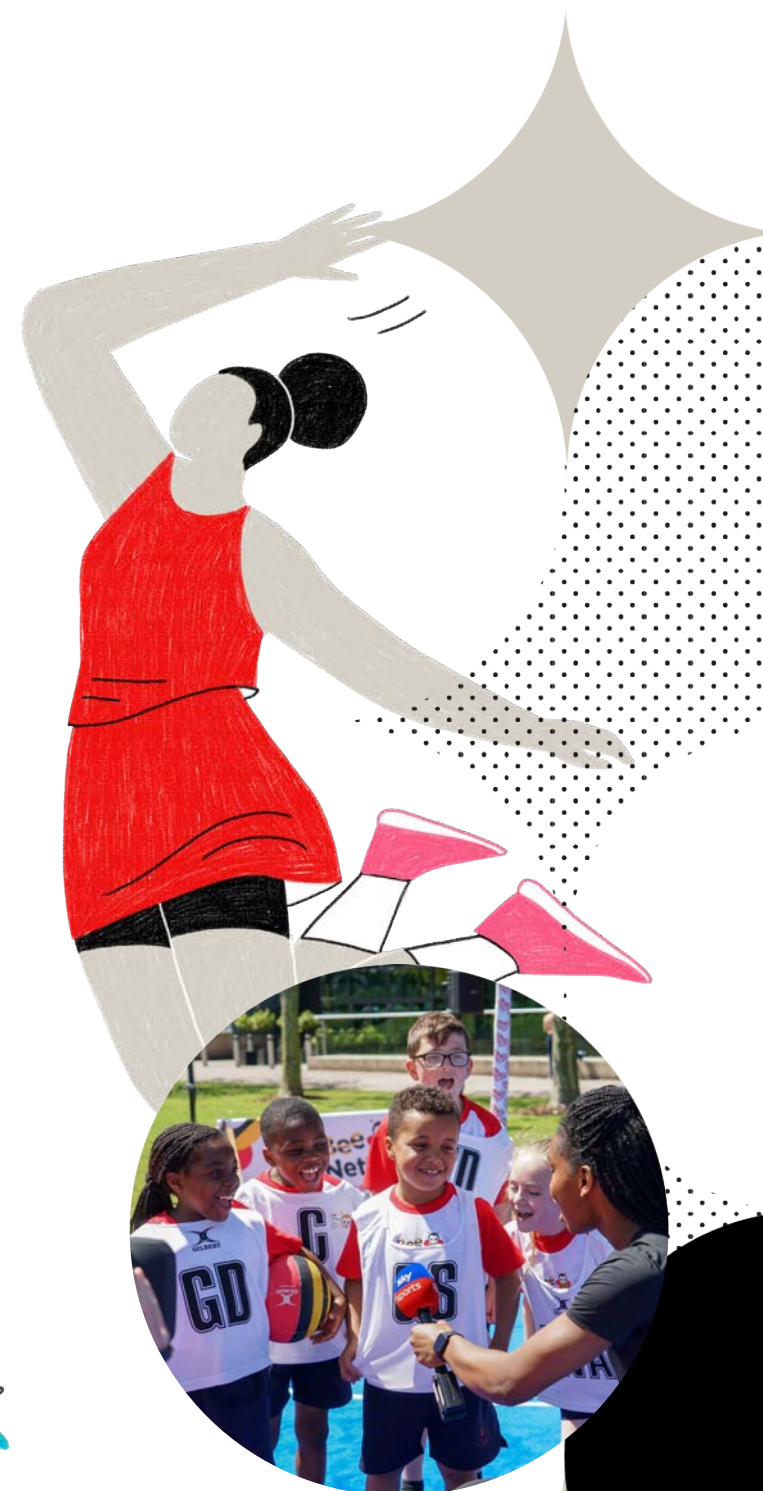
### General NED Responsibilities:

- To act on behalf of the members, as custodians of the moral compass, history and heritage of the game.
- Provide leadership to create an environment conducive to high achievement. Acting as a catalyst to high quality strategic thinking; constructively challenging and providing insights from other sources, but also trusting the expertise in the team
- To give people in the sport a voice in the leadership of Netball; engaging stakeholders and key partners and act as an ambassador for the vision and strategy
- To govern the organisation ensuring it operates in an ethical way and protect the future of the sport and NGB
- To make decisions of strategic importance relating to strategy, policy and business management
- Monitor performance against the agreed plans; which links to the above point on performance environment.

### Role specific responsibilities:

- Provide support and guidance to the Performance Director, Head Coach and wider performance Directorate
- Provide guidance on the development of a professional elite sporting system to support the Roses to become the best female sports team
- Act as the Elite board champion ensuring the board considers key factors for developing a high performance environment (National programme and domestic league) to support the achievement of the 'A World Class Game' destination of the Adventure Strategy
- Provide insight and expert knowledge to support the development of professional elite netball environments that promote world class athlete development and fosters wellbeing
- To proactively seek to understand and represent the 'athlete voice'.

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## The roles and responsibilities of a Non-Executive Director (continued)

**Non-Executive Directors are accountable to the Members and responsible for using their skills and experience to help England Netball achieve its aims. Non-Executive Directors make decisions and work collectively as a team known as The Board. England Netball has defined that The Board is collectively responsible for:**

### **Leadership:**

- To act on behalf of the members
- To act as a catalyst to high quality thinking on the strategy
- To help create an environment conducive to high achievement
- To give people in the sport a voice in the leadership of netball
- To help engage the sport and key partners behind this direction

### **Governance:**

- Accept ultimate responsibility for the sport and the organisation
- Ensure the sport and business operates in an ethical way
- Protect the future of the sport and the Governing body
- To make decisions of strategic importance:
  - On the strategy
  - On policy
  - On business management
- Monitor performance against the agreed plans
- Specific management responsibility for:
  - The Chief Executive Officer
  - Finances and other statutory responsibilities as a company limited by guarantee

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## The roles and responsibilities of a Non-Executive Director (continued)

All candidates for the role of Non-Executive Director should be motivated by the opportunity to lead England Netball into a new era of further growth and success. They should be visionary; fully committed to promoting the purpose of England Netball and embody England Netball's Moral Compass.

### Our moral compass

Our framework of beliefs, values and ideals we hold fast, that help us stay true to our purpose.



**Guardian of the Game** Guide, safeguard and influence netball across the country, moving our game into the future and preserving it for generations to come.



**Proudly female** Uphold our focus on women and girls, recognising that our female sensibility is a mark of distinction, a sign of strength, and a vital force in the effort to address the gender participation gap across the sport.



**Dedicated to difference** Pledge to promote and celebrate difference, embracing the opportunity to make our sport a possibility within everyone's reach, ensuring netball is open to new audiences, beyond our current following to discover the joy of belonging in netball.



**Driven by insight** Fuel innovation with insight and intelligence, grounding all decisions, plans, and actions in a deep knowledge of our sport, our audiences, and the wider landscape.



**People centred** Unlock personalised experiences by placing the participant at the heart of the design and delivery of our sport.



**Consciously Sustainable** Empower our people and partners to prioritise sustainability and nurture a healthy planet, maintaining mindfulness about the footprints we leave on every step of our adventure.



**Endlessly innovating** Enshrine a restless commitment to innovation and new ideas, inspiring each other to forever re-imagine and lead the way.

## The roles and responsibilities of a Non-Executive Director (continued)

### Specifically, Non-Executive Directors will possess:

#### Strategic leadership skills.

The ability to establish strategies and guide their implementation.

#### Decision-making skills.

The relevant knowledge and experience for England Netball to be able to make informed decisions on a variety of matters.

#### A willingness and ability to challenge and probe.

The ability to discuss and debate and to constructively challenge ideas and decisions where necessary.

#### Strong interpersonal skills.

The ability to form good working relationships both within and outside the Board.

A clear understanding of the role of the Board and its relationship with the Association's management team.

#### Availability.

It is anticipated that this role requires approximately 15 day per year. Board Members must commit to:

- Preparing and attending six Board meetings per annum (dates agreed in advance and may include either week days or weekends) and induction and training days as agreed by the Board itself (these may be either week days or weekends).
- Participating and in some cases chairing Committees and Advisory Forums where necessary
- Carrying out the ambassador role at events, games and member gatherings including the AGM.
- Being contactable between board meetings and the preferred mode for communicating documentation is via email and our secure document portal

The Non-Executive Director role is a voluntary position. Expenses incurred will be reimbursed.





## How to apply

If you want to be considered for the position, please contact Neil Edwards (07858 518 415), [nedwards@mcbride-sport.com](mailto:nedwards@mcbride-sport.com) and supply the following:

- An up-to-date CV setting out your career history, with responsibilities and achievements and preferred contact details.
- A supporting statement outlining suitability for the role and the value that your expertise will add to the board.
- Details of two referees who can speak authoritatively about you together with a brief statement of the capacity and over what period of time they have known you. Referees will not be contacted without your prior consent.
- Proof of your eligibility to work in the UK.

Candidates whose CV reflects the requirements of the role will be invited to attend a first stage interview with McBride Sports.

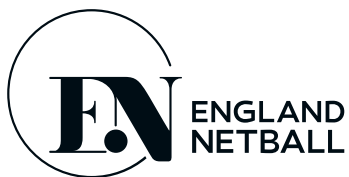
**The closing date for applications**  
5th September 2022 (before 5pm).

For an informal and confidential discussion, please call our retained consultant at McBride Sports, Neil Edwards (07858 518 415). McBride Sports will, of course, respect the privacy of any conversations regarding this role. Please send your application to [nedwards@mcbride-sport.com](mailto:nedwards@mcbride-sport.com)



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## Recruitment timetable

These dates are indicative and may be subject to change (except closing date). Please note that candidates will need to be available for first and second interviews, if selected.

McBride Sports will advise all candidates of outcomes at each stage of the process as soon as possible.

**Closing date for applications:**  
5th September 2022 (before 5pm)

**First stage interviews:**  
16th September 2022 (virtual)

**Second stage interviews:**  
28th September 2022 (London)

## Your personal information

**Your personal information will be held in accordance with the Data Protection Act 1998. You will not receive unsolicited paper or electronic mail as a result of sending us any personal information. No personal information will be passed on to third parties for commercial purposes.**

### When we ask you for personal information, we promise we will:

- Only ask for what we need, and not collect too much or irrelevant information.
- Ensure that you know why we need it.
- Protect it and, insofar as is possible, make sure nobody has access to it who shouldn't.
- Ensure that you know what choice you have about giving us information.
- Make sure we don't keep it longer than necessary.
- Use your information only for the purposes you have authorised.

### We ask that you:

- Give us accurate information.
- Tell us as soon as possible of any changes.
- Tell us as soon as possible if you notice mistakes in the information we hold about you.

If you apply for a post, we will share some of the information you provide with the Members of the England Netball Board and Company Secretary for the post to which you apply, so that your application form and CV can be assessed.

## How we will deal with your application

**We will deal with your application as quickly as possible and will advise you of the likely timetable at each stage. After the closing date for applications:**

- Candidates selected at long list will be invited for interview by McBride Sports. From these interviews, McBride Sports will agree a shortlist of candidates that will be recommended to the England Netball Board and Company Secretary. Interviews will be conducted remotely at first stage, and on a face-to-face basis at final stage. All candidates interviewed will be contacted with feedback by McBride Sports.
- Where a candidate is unable to attend an interview on the set date, an alternative date will be offered only at the discretion of England Netball Board and Company Secretary.
- If successful, you will receive a letter confirming your appointment.
- If you are unsuccessful, you will be notified by McBride Sports and feedback will be offered.

## Equal opportunities and inclusivity statement

England Netball is keen to address areas of under-representation throughout the sport and particularly welcomes applications from ethnically diverse communities, disabled people, individuals under 30 years old and people from the LGBT+ community.

Should you require application forms in an alternative format or any adjustments to be made throughout the application process or upon appointment, please contact Neil Edwards (07858 518 415).

England Netball also operates a guaranteed interview scheme for disabled applicants and is a Stonewall Diversity Champion.







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