



Applicant information pack

Chair

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A welcome from Jennifer Thomas Senior Independent Director, England Netball



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

England Netball has just concluded its most triumphant decade in the history of the sport. The Vitality Roses, in an unprecedented feat, achieved a spot in the Netball World Cup final in 2023, marking England Netball's first-ever appearance and securing a well-deserved silver medal. Their journey also includes a historic Gold medal triumph at the 2018 Commonwealth Games, a victory that reshaped the landscape of the sport both on and off the court.

On the global stage, accolades poured in, with prestigious awards like BBC's Sports Personality 'Team of the Year,' Sunday Times Sports Women 'Team of the Year,' and the title of 'Sport Organisation of the Year' at the 2019 Sport Industry Awards.

This remarkable success has elevated England Netball into a strong force for

positive change within UK sport and the broader community. Internationally, we stand among the foremost nations in our sport. The team's accomplishments, combined with hosting the Vitality Netball World Cup 2019, surges in game participation, record-breaking crowds, and landmark partnerships with global brands such as Nike, Vitality, and Sky, have propelled our game and athletes to unprecedented heights.

We are a thriving and dynamic organisation, embarking 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, while opening the game for new audiences to belong, flourish, and soar.'

In alignment with our vision, we've launched the ground breaking

'NETBALLHer' campaign, an initiative driving systemic change to support female health and sports participation, ensuring women and girls thrive both on and off the court.

To continue our mission, we are now in search of our next Chair. We seek an individual with demonstrable skills and experience covering the Core Criteria outlined in this document. We are looking for someone committed, capable of bringing authentic, supportive leadership, enthusiasm, and the necessary skills and connections to further the development of Netball across England.

We eagerly anticipate receiving your application.

Jennifer Thomas
Senior Independent Director

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.



About England Netball

England Netball is the national governing body for England's biggest female team sport, 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.*

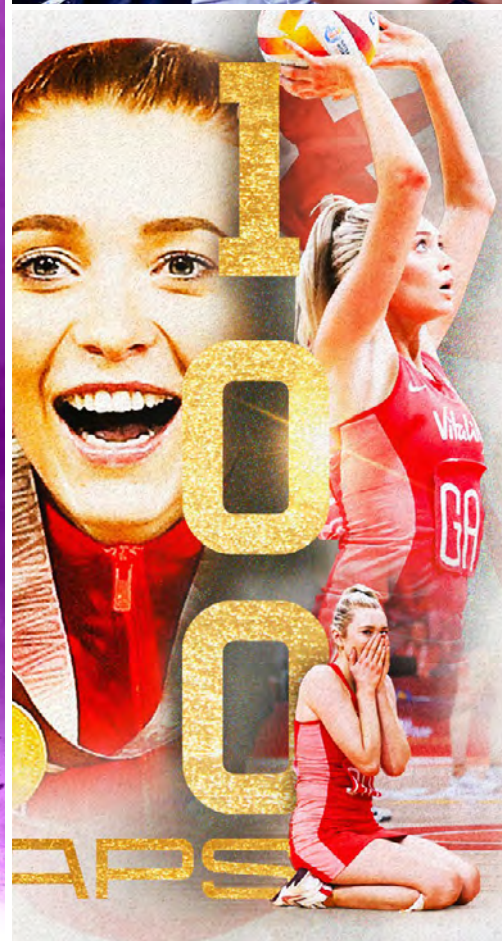
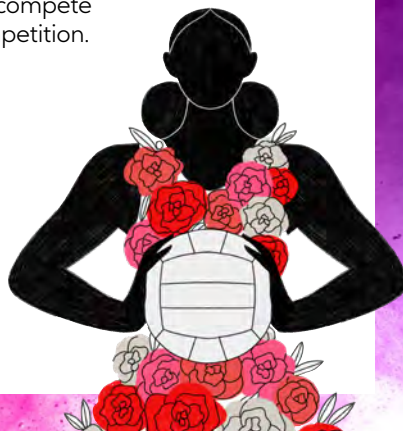
In 2019 following the elevated interest in netball, participation was growing rapidly, with 3.1 million people playing netball annually and 850,000 playing on a weekly basis, which was helped by our popular and varied programmes such as Back to Netball, Walking Netball and Bee Netball.

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.

With a gradual and disrupted return we have seen a pleasing rebound from the pandemic, with membership at full recovery and now at its highest ever position of over 115,000 thanks to the dedicated club and league network.

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

England Netball has run the Netball Super League, the top domestic competition in the UK for 18 years. This has been supported by our broadcast partner Sky and seen the growth of a dedicated fan base supporting the 10 teams who currently compete within the competition.



Adventure Strategy – looking ahead

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 reflects 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.

Our partnership with England Men's and Mixed Netball Association (EMMNA), designed 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

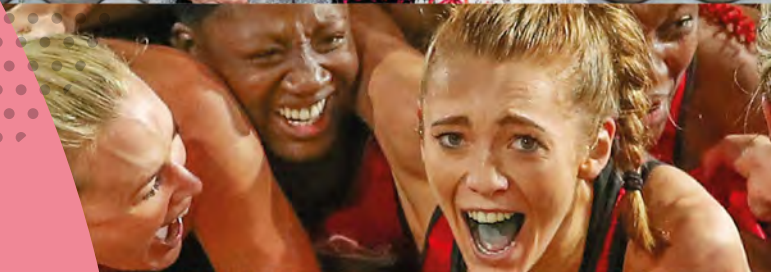
outstanding talent pathway in place to fuel sustainable successes on court, and setting new standards for netball. The professionalisation of the game over the next decade is a priority, focusing on creating more careers in the sport, growing world-leading international and domestic competitions and events – including the world's number 1 female sports competition.

In November 2023, England Netball launched a tender process to identify clubs to participate in the re-launch of the Netball Super League in 2025 which marks a key step in the professionalisation journey.

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.



Game For
Life



World Leading
Game



Visible
Presence



Resonate
Voice



Thriving
Collective



Extraordinary
Experiences

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.

England Netball's governance structure will be undergoing transition in the coming months in line with the sports professionalisation plans and the establishment of a new subsidiary to operate the Netball Super League.

The anticipated governance structure from September 2024 is depicted on the right.



The opportunity

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.

Through the Chair's leadership, 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 several 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 our new Chair who can bring innovative business experience and specialist skills in relation to several areas.

The successful candidate will help guide the continued growth of the sport, the impact that netball can have on the lives of women and girls both on and off the court and guide the professionalisation journey to support the Vitality Roses' continued drive to become the best team in the world. This is a fantastic opportunity 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.



Core criteria

As an interested applicant you will be able to demonstrate your skills and experience relating to the following key criteria:

- 1 Served as a Chair of a Non-Executive Board or Committee
- 2 Authentic leadership with a strategic focus
- 3 Governance and leading organisational change skills
- 4 Membership and stakeholder engagement and representation
- 5 Experience of sport with a genuine and demonstrable commitment to women and girls' sport
- 6 Effective delivery of financial management and sustainability



Core criteria (continued)

1

Served as a Chair of a Non-Executive Board or Committee

You will be experienced in serving as a Non-Executive Board member. You will be able to evidence your previous experience either Chairing a Board or a Board sub-committee and will have an informed view of the actions, behaviours, structures, and disciplines that enable a Board to operate effectively.

2

Authentic leadership with a strategic focus

Through your previous roles you will be known for your inclusive, collaborative and inspiring leadership style. You will embody the values and moral compass of England Netball and have the ability to challenge your board colleagues and act as a critical friend to the Chief Executive and leadership team.

3

Governance and leading organisational change skills

You will be highly experienced in Board and organisational governance and will be able to evidence where you have led or been actively involved in major strategic changes that impact governance arrangements. You will also instinctively appreciate and possess the style that builds trust, confidence, and action in delivering structural and governance changes.

4

Membership and stakeholder engagement and representation

You will have an understanding of membership organisations and experience in leading the management, fostering and development of mutually beneficial relationships with a genuinely diverse range of stakeholders. These will range from Government Ministers and departments, Sport England, and every aspect of our member and club network

5

Experience of sport with a genuine and demonstrable commitment to women and girls' sport

You will be experienced in the Board level leadership of sports organisations coupled with the ability to genuinely understand and empathise with the challenges and opportunities faced by women and girls' participation in sporting activity. You will be passionate about developing both grassroots and elite level women's and girl's sport.

6

Effective delivery of financial management and sustainability

You will have experience through either your executive or non-executive career of driving a step change in commercial activity. Demonstrating the actions, endeavours and both outward and inwards skills and behaviours that enable effective and robust financial management and driving long-term financial stability.

Skills, knowledge and experience

- First class chairing skills capable of governing the board of a major national governing body for sport using sound judgement and decision-making to ensure successful delivery across the organisation.
- The ability to build strong and trusting relationships in a complex stakeholder environment, encouraging discussion and diversity of thought.
- An openness to be challenged and the ability to challenge assumptions and re-examine viewpoints to reach better decisions.
- A strong business and commercial intellect and the ability to understand the changing business models of sport, to help England Netball adapt to changing market dynamics.
- A broad understanding of the structures and the operation of sport in England, ideally at both an elite and grassroots level.
- A strong commitment to diversity and inclusion to ensure that England Netball is representative of the modern diverse society in which it operates.
- Personal integrity and the ability to operate at the highest levels, commanding respect of key internal, domestic, and international stakeholders to deliver the aims of England Netball with authority and stature.
- Excellent communication skills.

The Chair is a Director of England Netball, all Directors are required to have the following skills and attributes:

- Strategic perception and 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 England Netball's management team.



Appointment and commitment

The Chair of the England Netball Board will be appointed by the Board based on skills and experience. The Chair is a remunerated position, and the individual will commit to carry out the following:

- Prepare for and attend up to six Board meetings a year (one of which is a 2-day board retreat)
- Prepare for and attend at least two Nominations Committee meetings a year and at least 3 Remuneration Committee meeting a year (typically one-hour meetings during the week)
- Prepare for and attend the AGM
- Engage with the CEO on a regular basis to provide guidance and act as a critical friend.
- Carry out an ambassadorial role, attending competition, event and meetings including World Netball Congress on an ad hoc basis.

Approximate
total time
commitment of
3 days
per month



The roles and responsibilities of the Chair (continued)

Lead the Board to ensure:

- That England Netball has a clear vision, strategic direction, and objectives.
- That England Netball has a strong, ambitious, and sustainable commercial programme with top level partners and sponsors with aligned visions and aspirations for the sport.
- That England Netball is excellent at managing stakeholders, particularly those in Government, Sport England, UK Sport, and the National Governing Bodies of Sport.
- The Board focuses on independence, organisational performance, financial prosperity and meeting its corporate aims and objectives.
- The highest standards of corporate governance are maintained, and all legal and regulatory requirements are complied with.
- Effective communication among Board members, between members of the Board and the Executive Team.
- The agenda is determined and minutes approved for Board meetings, in consultation with the Chief Executive Officer.
- Effective chairing and facilitation of Board meetings, ensuring adequate time is available for discussion of all agenda items, in particular strategic issues, and that this time is used productively.
- Board decisions are executed, and actions implemented.
- Management of conflicts of interest and take a lead on governance matters.
- Board members have clear roles and responsibilities and focus on the development of the Board, ensuring that the performance of individuals, the Board as a whole and its committees, is evaluated at least annually.
- The setting of an example in the values and behaviours adopted, acting at all times in line with the Code of Conduct and in the best interests of the organisation.

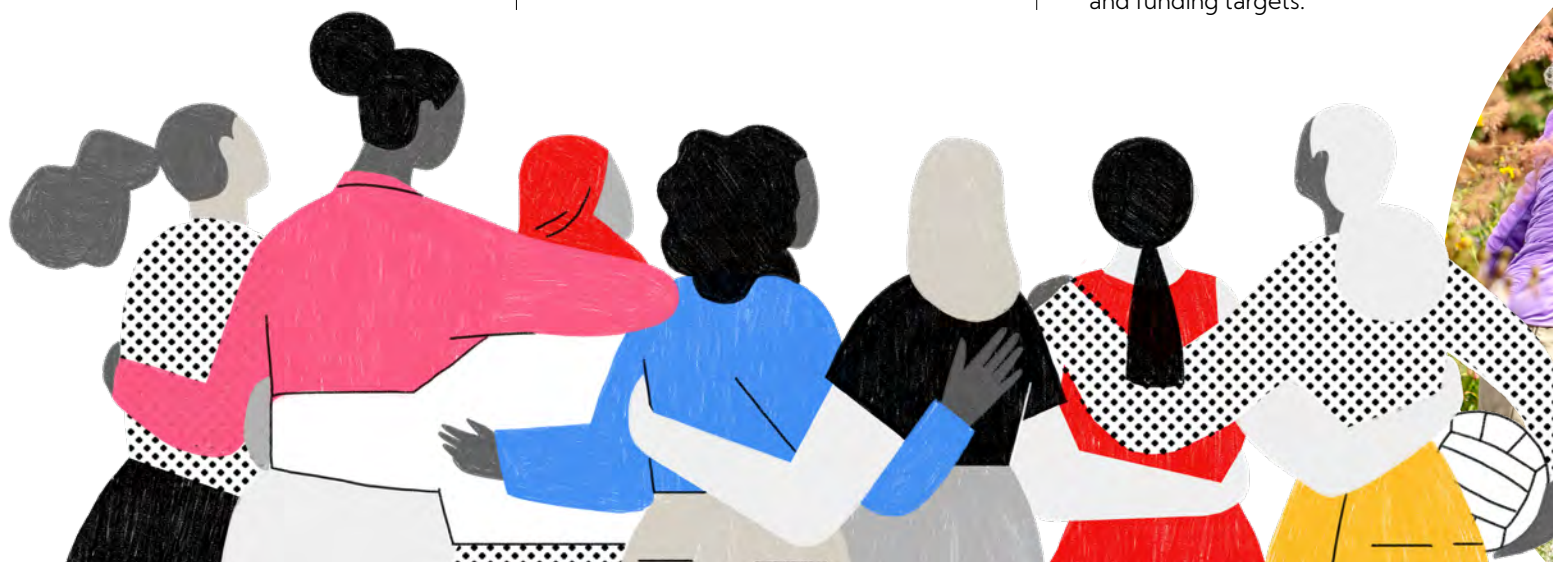
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The roles and responsibilities of the Chair (continued)

Encourage effective working by:

- Acting as a link between the Board and executives by maintaining open communication with the CEO, NEDs, and Executive Directors
- Ensuring understanding of the roles of NEDs, CEO and Executive Directors
- Chairing meetings effectively by using carefully structured agendas and briefing papers and encouraging participation by all NEDs.
- Promoting a culture of openness, debate, and constructive challenge among the Board by facilitating the effective contribution of all Directors, ensuring constructive relations between executives and Directors and managing how individual Directors perform and interact at meetings.
- Ensuring Directors receive accurate, timely and clear information.
- Attending the Nominations Committee and Remuneration Committee meeting and other committee meetings as agreed.
- Liaising and supporting the Independent Chair of the Netball Super League Board.
- Setting objectives for and carrying out the appraisal of the Chief Executive Officer, sharing knowledge and providing guidance as needed.
- Supporting and holding the Chief Executive Officer to account for the overall performance and delivery of England Netball's plans.
- Reviewing the performance of England Netball against its business plan, budget, and funding targets.
- Establishing a framework for approving policies and plans.
- Representing England Netball at a senior level, engaging with key stakeholders, nationally and internationally. When appropriate, acting as the voice of the England Netball across media platforms.



The roles and responsibilities of the Chair (continued)

All candidates for the role of Chair 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.



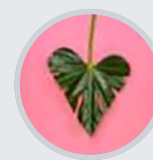
Driven by insight

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.



How to apply

If you want to be considered for this position, please contact Nigel Brewster (+44 7758 112 002), nbrewster@mcbride-sport.com supplying the following:

- An up-to-date CV setting out your career history, with responsibilities and achievements and preferred contact details. Including 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.
- A supporting statement outlining suitability for the role and the value that your expertise will add to the board.
- A completed diversity monitoring form.
- Proof of your eligibility to work in the UK.

The closing date for applications
Friday 22nd March 2024 (5:00pm).

For an informal and confidential discussion, please contact Nigel on +44 7758 112 002 or nbrewster@mcbride-sport.com



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.



Recruitment timetable

Please note that candidates will need to be available for interviews, if selected.

All candidates will be advised of outcomes at each stage of the process as soon as possible.

Closing date for applications:

Friday 22nd March 2024 (5:00pm).

First stage interviews:

18th, 25th and 26th April 2024.

Second stage interviews:

17th May 2024.

Note: The Nominations Committee will recommend the preferred candidate to the Board for ratification in May 2024 with the role officially commencing at the AGM in September 2024.

Your personal information

Your personal information will be held in accordance with the Data Protection Act 2018.

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, the information you provide will be shared with 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 Sport. From these interviews, McBride Sport will agree a shortlist of candidates that will be recommended to the England Netball Nominations Committee and Company Secretary.

- Where a candidate is unable to attend an interview on the set date, an alternative date will be offered only at the discretion of the England Netball Nominations Committee and Company Secretary.
- Shortlisted candidates will be interviewed.
- Unsuccessful candidates will be provided with feedback.

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 Nigel Brewster on 07758 112 002.

England Netball also operates a guaranteed interview scheme for disabled applicants (please advise upon application if you wish to be considered as part of this scheme) and is a Stonewall Diversity Champion.





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