

BRITISH
SURFING



RECRUITMENT PACK

3X Non Executive Independent Directors

British Surfing, the journey so far

Since landing on British shores, over the last century the sport of surfing has grown deep established roots across England, Scotland, Wales and the Channel Islands*. As the sport grew in popularity over the decades, each of the home nations and the Channel Islands established federations, who represent the interests of surfing within their jurisdiction.

In 2016 the IOC after a lengthy campaign confirmed the inclusion of surfing in the Olympic programme for Tokyo 2020, and subsequently in Paris 2024, Los Angeles 2028 and Brisbane 2032. This was a game changing moment for the sport that required careful consideration as to how surfing in this country could come together to maximise the opportunity to grow the popularity of the sport, and develop and support future Olympians to achieve their dreams.

British Surfing Ltd is a relatively new organisation, formed in 2019 by the four home nations, to enable a step change in the performance of the sport. British Surfing Ltd is responsible for the selection, preparation and management of the British Surfing team and its respective athletes.

In 2020 British Surfing Ltd were successful in securing £1.35 million of investment from UK Sport. This funding was awarded to enhance the process of developing and supporting current and future generations of surfers with the capability and determination necessary to deliver at the pinnacle of the sport.

** Northern Ireland is recognised under the Irish Surfing Association*

British Surfing, the onward journey

It is still early days for Britain Surfing, however from the outset the Board set out its clear ambitions for 2030:

"To have delivered medal winning athletes onto the world stage, supported by a World Class Programme underpinned by a sustainable talent pipeline"

This is an ambitious goal that will require clear performance leadership and a Board that is relentless and supportive to drive the organisation and those within it towards realisation of our aspirations.

Message from the Chair



This is an incredibly exciting time for British Surfing, we have come a long way in a short period, I am determined alongside the Board to maintain the momentum of recent years. From the point of inclusion in the Olympic we have continued to put in place the building blocks for our future success. My wish now is to attract people into the team on the Board with diverse and varied expertise and experience, who also possess the energy and commitment that will enable us to accelerate the progress to this point.



Equality and diversity

British Surfing belongs to, and should be enjoyed by anyone who wants to participate in it. British Surfing is fully committed to promoting equality of opportunity, and good relations between people with diverse backgrounds and needs, as well as eliminating harassment, unlawful and institutional discrimination, and victimisation. We welcome applications from those communities underrepresented in sport - in particular, people from ethnic minorities, people with disabilities and women.

Safeguarding

British Surfing is committed to Safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The Board

The Board oversee all aspects of the organisations Strategic Plan and is responsible for its strategic performance, resources and assets. It ensures accountability of the Performance and Operations Director and the rest of the staff.

The Board continues to evolve and prides itself on being a diverse group with significant experience in the surfing business and wider sports sector. The Board currently consists of an Independent Chair, four Nominated Directors and two Independent Directors.

The Board meets formally six times per year either in person or remotely and as necessary from time to time. There is an expectation that Board members will also support specific projects or be members of one or more sub-committees as well as attending the occasional surfing event. Reasonable expenses will be paid for this position.

Who are we looking for?

British Surfing has identified the need to add to the existing Board of Directors by recruiting three new Independent members with specific skills, expertise and experiences to join the Board as portfolio holders:

Independent Director - Commercial & Marketing

Independent Director - Treasurer

Independent Director - Performance



Job Role(s) General

Each Independent Director will be responsible to:

1. Advise the Board in the development and review of the vision, strategy and policies, in collaboration with the Performance and Operations Director and Board members;
2. Provide oversight of, and independent views on the implementation of the next phase of the sport's Strategy, most notably in the area for which they are the portfolio holder; and
3. Advise and counsel the Board on its responsibilities for the governance of the organisation.

Job Role(s) Specific

Each Independent Director will have further responsibilities in line with their specific portfolio, they will include but are not limited to:

Independent Director - Commercial & Marketing

1. Advise and counsel the Board and Executive with regards to matters relating to the commercialisation & marketing of Surfing;
2. Provide expert guidance and support to the executive with the strategic direction of British Surfing in relation to commercial & marketing and provide the link where agreed between the Board and the Executive within their portfolio;
3. Chair from time to time any commercial & marketing related groups or committees as identified by the Board; and
4. Assist and advise the Board and Executive on fund raising and income generation initiatives.

Independent Director - Treasurer

1. Advise and counsel the Board and Executive with regards to all financial matters across the organisation;
2. Provide expert guidance and support to the executive with the strategic direction of British Surfing in relation to financial matters and provide the link where agreed between the Board and the Executive within their portfolio;
3. Chair the Audit and Risk Committee and report its findings to the Board; and
4. Assist and advise the Board and Executive on fund raising and maximising available resources.

Independent Director - Performance

1. Advise and counsel the Board and Executive with regards to all matters relating to performance and talent development;
2. Provide expert guidance and support to the executive with the strategic direction of British Surfing in relation to performance and talent development and provide the link where agreed between the Board and the Executive within their portfolio;
3. Chair from time to time any Performance related panels, groups or committees as identified by the Board e.g. selection and appeals panels.

Person Specification General

The successful candidate(s) should possess:

1. A passion for and understanding of sport;
2. Possess significant practical experience as a leader and strategic thinker within sport or elsewhere;
3. Significant experience of operating at a senior level in a strategic capacity;
4. Understanding and acceptance of the legal duties, responsibilities and liabilities of being an Independent Director of a not-for-profit organisation.
5. Excellent interpersonal, leadership and influencing skills, and the ability to contribute to the board and committees and communicate effectively with a diverse range of people and organisations;
6. Ability to build and maintain strong, transparent relationships with key stakeholders;
7. Understanding of the purposes of corporate governance and management, the differences and relationships between them and frameworks for assurance and accountability;
8. Determination and ambition to improve the organisation and further develop surfing;
9. Empathy and understanding of the role volunteers play within to the running of sport;
10. Experience of speaking in public and to the media;
11. A strong demonstrable commitment to equality, diversity and inclusion.

Person Specification Specific

Independent Director - Commercial & Marketing

1. Possess significant practical experience in the commercial and marketing sector
2. Track record of generating commercial income in the private and/or the public funded sector.

Independent Director - Treasurer

1. Possess a suitable accounting qualification and experience of risk management
2. Track record of maximising available recourses and funding towards the achievement of strategic goals and targets.

Independent Director - Performance

1. Possess significant practical experience within elite sport
2. Demonstrable record of creating excellence and building success within an elite performance environment.



Remuneration

The role of Non-Executive Director is not accompanied by any financial remuneration, although reasonable expenses for travel may be claimed.

To Apply

If you would like to get involved and play an important part in our future, please submit your CV and a covering letter by email to Jon Austin at admin@british-surfing.com clearly identifying how your skills and experiences are relevant to the requirements outlined in the role description and the unique qualities you will bring to the role. Please also state at the outset which of the three roles you are applying for.

Closing date: 16 January 2023.

Interview date will be the week commencing the 23 January 2023.

