

CANDIDATE BRIEF FOR THE POSITION OF INDEPENDENT NON-EXECUTIVE CHAIR BASKETBALL ENGLAND

MARCH 2024



CONTENTS

ABOUT BASKETBALL ENGLAND	3
ABOUT OUR BOARD	8
THE INDIVIDUAL	11
PRINCIPAL RESPONSIBILITIES	12
HOW TO APPLY	14

ABOUT BASKETBALL ENGLAND

Thank you for your interest in Basketball England's Non-Executive Chair post. Both the organisation and the post offer a tremendous number of opportunities.

Basketball England is the dynamic, forward-thinking National Governing Body for one of the most exciting sports around – basketball is also the second biggest team sport by participant in the country.

It is an exciting time to join us as following the successes at the Birmingham 2022 Commonwealth Games, at which Team England secured gold and silver medals for the men's and women's 3x3 basketball teams respectively.

Our board is key to delivery of the organisation's many initiatives and we are looking for a dynamic new Chair to lead us through this next period of growth and development, to help create the conditions to deliver our strategic plan and build relationships with key partners to gather the resources to make this happen.

Safeguarding is an organisational priority at Basketball England, with the recent Whyte Review showing all NGB's the importance of this area of work.

We celebrate and enjoy diversity at Basketball England and with many Black and Ethnic Minority members, we believe strongly in equality and inclusivity and our community. With this in mind, our organisation is keen to improve diversity at leadership levels to better reflect the communities we serve, and we would especially welcome and encourage applications from people of Afro-Caribbean heritage and other diverse cultural backgrounds.

Basketball England is undergoing a major transformation following the Commonwealth Games as we work with the basketball community to modernise and innovate our approach, become more inclusive and embrace the wider basketball community in the growth of the game.

We want to continue our evolution and more fully represent our diverse playing base, with the aim of looking, sounding and behaving like the game is played on court.

We are working to support the basketball community and serve our members. We're engaging more, listening more and adapting more, working more closely with people from all levels of the game. It is an exciting time to be involved in basketball and we need the right people to help us achieve our goals.



OUR ORGANISATIONAL VISION, MISSION AND VALUES

We have in place a clear vision for Basketball in England, underpinned by a mission statement and a set of organisational values, which outline the way in which we work.

VISION

- To be an inspirational sport that is accessible to everyone

MISSION

- To govern and grow our sport in the most efficient, effective way, providing a great experience for everyone involved in basketball. We're here to help you get the most from your basketball

VALUES

- Ethics and Transparency
- Creativity
- Responsibility
- Passion



OUR GAME PLAN

We love basketball. Our aim is to make it bigger, better, fairer and more inclusive and representative. We are here to help everyone get the most from our sport, whatever the level or role. We want to retain and grow participation with a particular focus on tackling the disparity between male, female participation in playing, coaching and officiating.

The integrity of the sport is key to us and to achieve high standards we are constantly looking improve in the areas of Safeguarding, Equality, Diversity & Inclusion.

Safeguarding is paramount to ensuring our sport is safe and inclusive. We work closely with the Child Protection in Sport Unit (CPSU) to ensure our safeguarding practices are progressive and that safety is at the forefront of all our decisions as a governing body.

We have an Equality, Diversity and Inclusion Committee and employ an Equality, Diversity and Inclusion Manager who, together, work to make the sport more inclusive for its participants.

Basketball England has a duty to its members to consider our practices across all areas of the game in tackling discrimination and promoting fairness and equal opportunity for all.

OUR FOCUS

- Retain and grow participation with a particular focus on tackling the disparity between male, female participation, in playing, coaching and officiating
- Create an inspiring legacy following our successes at the 2022 Commonwealth Games
- Continue to promote opposite racism and all forms of discrimination and facilitate better access and practice across all areas of the game
- Continually improve the welfare and duty of care in support of players and everyone with a role in the game
- Build and develop the infrastructure of clubs, facilities, coaches, officials and volunteers and continue to support the community following COVID-19
- Identify and support our talented players so they can aspire to play for their region and country and fulfil their potential both on and off the court

[READ OUR STRATEGIC PLAN HERE](#)



ABOUT OUR BOARD

Responsible to the membership, the Board of Directors has the overall responsibility for the governance, development and growth of basketball in England.

Basketball England's role is to create conditions for the sport to thrive with the Board setting and monitoring our strategic plan (from grass roots to winning national teams), applying the highest standards of governance, finance and oversight of management and its operations.

The organisation and its Board of Directors operates in accordance with a comprehensive governance framework, whilst ensuring the needs of its members are met through effective and efficient service standards and game development methods.

The Board is comprised of nine directors, all of whom are non-executive directors. Our Board is made up of six independent directors and three elected directors from our membership. Three members of the executive leadership team participate in Board meetings in addition to the non-executive directors.

Two sub-committees and one working group assist in delivering the work of the Board. The Chair of our Board sits on each of the sub-committees.

The current Board has a diverse range of skills, experience and professional acumen which has overseen significant growth and success in the business.

Details of our Board terms of reference, financial accounts and minutes from our meetings can be found at:

BOARD OF DIRECTORS

ROLES AND RESPONSIBILITIES OF OUR BOARD

The initial term for this role is three years, two terms being the maximum time allowed for a Chair. The role is subject to annual assessment and a three-year review point before continuation into a second term should both parties agree.

The Chair and non-executive directors are required, as members of the Board, to take responsibility for four key areas:

PERFORMANCE

The Board should scrutinise the performance of Executive Directors/Senior Management in meeting agreed goals and objectives and monitor the reporting of performance. The Board should provide sufficient levels of challenge and support to the executive team to optimise learning, innovation and performance.



STRATEGY

The Board should challenge and help develop proposals on strategy, help to set Basketball England's vision, values and standards and ensure that its obligations to its 33,000 members are understood and met. Board members should set Basketball England's strategic aims and ensure the necessary human and financial resources are in place for Basketball England to meet its strategic objectives.

As part of this strategic focus there is also a need to assess the impact of the external environment and how we can establish the conditions for growth, development and ways of influencing resources. A key part of our strategy is to widen our influence and reach and find ways of attracting more people into regular participation.

RISK

The Board should provide leadership of Basketball England within a governance framework which provides effective controls and enables risk to be assessed and managed. Board members should satisfy themselves on the integrity of financial information, including ensuring the company accounts are presented as a true and fair reflection of its financial performance and that financial controls and systems of risk management are robust, defensible and monitored regularly and rigorously.

PEOPLE

The Board should be aware of the interests of all stakeholders and should have a prime role in the Board committees with the responsibility for appointing and reviewing the performance of the Executive Directors.

THE INDIVIDUAL

We are looking for a Chair who has an excellent understanding of business matters, combined with experience in, or passion for sport. We are looking for a candidate who is comfortable and assured in running Board meetings and getting the very best from the other directors, through a collaborative approach and encouraging the Board to express their views and ideas.

Ideally, we would like a Chair who has experience of developing strong commercial partnerships for organisations as this will assist in our continued efforts to grow the sport.

The Chair should have sufficient time to commit to the role and have an excellent understanding of modern governance in order to achieve ongoing success.

The Chair will have responsibility for excellent standards of corporate governance and strategic leadership, managing external member and stakeholder relationships and have the ability to demonstrate effective co-leadership with the CEO.

OPPORTUNITY

REMUNERATION: £10,000 per annum (payable in 12 monthly taxable fees).

TERM OF APPOINTMENT: A period of three years with the opportunity for this to be extended for a second three-year term.

TIME COMMITMENT: One day a week, plus major event attendance. There are six Board meetings and a Board planning and review day per year (each one day in duration). The locations vary between the Basketball England offices in Manchester and chosen locations across the regions.

PRINCIPAL RESPONSIBILITIES OF THE CHAIR

GOVERNANCE AND STRATEGIC LEADERSHIP: Lead and manage the Board in ensuring it sets the direction for the sport, the organisation and fulfils its duly assigned responsibilities within the articles of memorandum and articles of the association.

AMBITION & DIRECTION: Work closely with the CEO and Board to set the appropriate ambition and direction for the sport and the organisation and maximising their contribution to achieving it.

GOVERNANCE & INTEGRITY: Ensure Basketball England meets the highest standards of corporate governance, integrity and probity in line with the UK Code of Sports Governance.

PERFORMANCE MANAGEMENT: Work with the CEO to evaluate performance and provide appropriate reporting and business improvement to the Board.

REPRESENTATION: To represent Basketball England at key events and stakeholder meetings as necessary.

BOARD MEETINGS: To Chair between six and eight Board meetings per year and the AGM which is generally held in September.

BOARD PERFORMANCE & DEVELOPMENT: To undertake Board member reviews and skills audits and support their development and impact on Board decisions, to take feedback on the Chair's performance throughout the year.

EXTERNAL MEMBER AND STAKEHOLDER RELATIONS: Ensure that as Board Chair you are able to optimise the relationships between Basketball England and its stakeholders.

STRONG STAKEHOLDER RELATIONS: Create and build effective relationships with the other Home Nations, British Basketball Federation, key funding partners and Government.

EXCELLENT PARTNERSHIP DEVELOPMENT: Oversee the effectiveness of our basketball networks and how we engage and create consensus to move the game forward in relation to our strategy;

EFFECTIVE CO-LEADERSHIP WITH THE CEO: As the Board Chair it is important to have regular contact with the CEO and provide support and advice when required regarding specific strategic matters most notably:

STRATEGY: Further development and continued implementation of Basketball England's six-year strategic plan and developing annual business plans.

FUTURE STRATEGY AND FUNDING: Refining our strategy based on our insight and learnings, work closely with the CEO in order to secure future funding from Sport England, other sources across the public, private and voluntary sector.

MAJOR CHALLENGES & RISKS: Guiding the executive in adopting a strategic approach to managing risk and assisting in solving political, stakeholder or key business challenges and risks.

OPPORTUNITIES: Developing and capitalise on major opportunities for the sport and the organisation.

PERFORMANCE: Undertake performance and development appraisal of the CEO.

HOW TO APPLY

Please submit a comprehensive CV with a covering letter, detailing your interest in the role and highlighting your relevant experience.

Please send your application to: daryl.mason@hartmannmason.com

To arrange a call to discuss the position please contact Daryl on the e mail address provided.

Basketball England values diversity and is committed to creating an inclusive culture where everyone is able to be themselves and to reach their full potential. We are looking to develop a workforce that effectively represents the broad diverse nature of our sport. Accordingly, we encourage candidates from all walks of life and backgrounds to apply if they meet the specified criteria. Reasonable adjustment to the interview and application process can also be made for any candidates with a disability, please contact us at:

antony.platt@basketballengland.co.uk

CLOSING DATE FOR APPLICATIONS 5PM FRIDAY 5 APRIL 2024



HARTMANN
MASON
Executive Search

daryl.mason@hartmannmason.com

<https://www.hartmannmason.com/>