



NON-EXECUTIVE DIRECTOR ROLES



ABOUT ENGLAND SQUASH

England Squash is the National Governing Body for the game of squash. Together with our partners across the squash community, we are custodians of squash's past, present and future and seek to be a catalyst for positive change across the game. We work hand in hand with a huge variety of partners to support and grow the game, including Sport England, UK Sport, international squash federations and bodies, county associations, hundreds of clubs and thousands of volunteers and coaches.

Our current strategy, Squash in a Changing World, is due to be replaced with a new strategy in 2025, the new positions on the board will help shape our plans and provide leadership to the organisation during the next strategy period. Full details of the current strategy, which outlines our plans for squash in England to be a thriving, diverse and growing community, can be found on our website:

<https://www.englandsquash.com/squash-in-a-changing-world>



ROLE OVERVIEW

2 x Non-Executive Directors to serve on the England Squash Board

England Squash is looking to appoint a new Chair and two new non-executive Board Directors to help guide the organisation in creating and delivering a new strategy and provide support and leadership to the game. **Please note there is a separate role specification for the Chair role. We anticipate one of the new non-executives will join our Board in June 2025 and the second in September/October 2025.**

At the heart of our recent work have been three key priorities; to increase participation, enhance diversity and nurture talent. We are also committed to playing our part in tackling the climate and ecological emergency and supporting the game on the international stage. The next few years present an incredibly exciting time for squash in England with a newly launched membership scheme, exciting initiatives underway to boost participation among young people, a new-look coach education pathway and working towards our first Olympic Games in 2028.

We are keen to hear from people with senior strategic experience in any sector who are passionate about helping squash to thrive and excited about supporting its future. An additional benefit would be candidates that can offer experience in any of the following areas: financial management, safeguarding, inclusion and diversity.

England Squash actively encourage applications from candidates from underrepresented groups with diverse backgrounds and life experiences.



ROLE SPECIFICATION

Responsibilities of all Board Directors:

1. Statutory Duties

- 1.1. To act as a Director of England Squash in the best interests of the Company with honesty and good faith
- 1.2. To use personal and professional skills together with contacts, experience and judgement with integrity and independence to optimise both the short and long-term performance of England Squash
- 1.3. To play a full part in enabling the Board of Directors to arrive at balanced and objective decisions
- 1.4. To ensure that the obligations and responsibilities of England Squash, as determined by its Articles of Association and Annual General Meeting, are fully, promptly and properly performed

2. Strategic Leadership

- 2.1. Support and challenge the CEO and executive team to drive and deliver the England Squash strategy in accordance with the vision and values
- 2.2. Provide a strategic perspective, champion positive change and challenge the status quo to ensure England Squash takes a long-term, big picture view for the success of the sport
- 2.3. Monitor, challenge and evaluate the performance of the executive team in delivering the strategic plan and in meeting agreed goals and objectives
- 2.4. Contribute to and bring leadership and independent judgement to matters placed before the Board of Directors
- 2.5. Support England Squash to achieve its strategic aims, ensuring that the necessary human and financial resources are in place to successfully deliver them

3. Governance

- 3.1 Work collaboratively with and support, the Chair, CEO and executive leadership team to ensure all governance requirements are met

- 3.2 Maintain confidentiality, as appropriate and when requested by the Chair, and agreed by Board consensus
- 3.3 Encourage positive challenge and, alongside the Chair, address any conflicts within the Board
- 3.4 Ensure integrity of management and financial information and that financial controls and systems of risk management are robust and defensible
- 3.5 Work with the Chair and other Board Directors to ensure self-evaluation and regular internal external audits

4. External relations

- 4.1. Be aware of the interests of all stakeholders (including funding agencies and the England Squash membership) and maintain close and positive relationships with key stakeholders
- 4.2. Be an ambassador for England Squash at external functions, meetings and events when appropriate

5. Personal Obligations

- 5.1. Be an active advocate of England Squash, its policies, objectives and its values
- 5.2. Ensure that s/he acts in the national and international interests of the sport
- 5.3. Understand and comply at all times with the legal and other responsibilities of being a Board Director
- 5.4. Disclose immediately any personal interest in any activity of England Squash and/or possible or actual conflicts of interest
- 5.5. Not accept benefits from third parties which are intended (or which could be perceived as intended) to influence the Director's contribution to a discussion or decision of the Board, and adhere to the rules and regulations regarding gifts and hospitality
- 5.6. Seek to develop and refresh knowledge and skills to ensure any contribution to the Board remains informed and relevant
- 5.7. Ensure that s/he fully understands and keeps up to date with:
 - 5.7.1 the business of England Squash and its services
 - 5.7.2 the sport and territories in which England Squash operates
 - 5.7.3 the delivery of the strategic plan and relevant funding agreements
 - 5.7.4 the external factors that affect England Squash and its operations

Additional information

6 Remuneration

6.1 This role is non-remunerated

6.2 All reasonable out-of-pocket expenses will be reimbursed in accordance with established criteria

7 Time Commitment and Responsibilities (c.12 days p.a.)

7.1 Attend all meetings of the Board of Directors (four per annum). Many members of the board are also part of one or more committees and / or working groups

7.2 Devote the necessary time and effort to fulfil the obligations and responsibilities of a member of the Board

8 Term of office

8.1 Initial three-year term with possibility of two further terms, subject to re-appointment

9 Location of Board meetings

9.1 Meetings are held either online or in-person



PERSON SPECIFICATION

Person Specification: Non-Executive Director role

Applicants for the position of Non-Executive Director for the England Squash Board should meet the following person specification:

Key skills, experience and qualifications we are looking for:

- Experience of working as a Board member, trustee, or in a senior leadership position in any sector. We are also open to appointing first-time board members with appropriate relevant experience and the ambition, talent and commitment to help us
- An understanding of the environment in which National Governing Bodies (NGBs) of sport work and an appreciation of the various challenges NGBs face
- Experience of championing inclusion and diversity in the workplace
- Ability to establish strong and positive working relationships with other Board members, Chair and executive leadership team
- Experience of building and maintaining strong and positive relationships with diverse groups of internal and external stakeholders
- Clear understanding and acceptance of the legal duties, responsibilities and liabilities of a Non-Executive Director

In addition, we would welcome applicants that can offer any of the following skills and experience:

- A proven track record of delivering a strategy and experience of leading organisational transformation and change
- Lived, or senior leadership experience of, improving equality, diversity and inclusion
- A demonstrable commitment to supporting positive impact on the environment and sustainability
- Experience in a senior financial management role
- Experience in a strategic safeguarding role
- Strong and proven commercial experience and understanding

Behavioural competencies and qualities:

- Passionate about sport and physical activity and a desire to help it thrive and grow
- A demonstrable interest in issues relating to inclusion, diversity and the environment
- Passionate about ensuring the safety and wellbeing of all participants in sport
- Willingness to embrace change and able to provide innovative thinking and solutions
- Open-minded and able to see the bigger, national picture for the sport

- Enthusiastic and committed to the vision, objectives and values of England Squash
- Confident and independent thinker able to challenge in a constructive and positive manner
- Willingness to listen to alternative views and take direction and advice from other Board members, Chair or other key stakeholders
- Strong interpersonal skills: active listening and communication skills - able to engage, influence, persuade and inspire people at all levels
- High levels of self-awareness (understanding of personal strengths and weaknesses) and a commitment to improve personal knowledge and understanding
- Strong personal integrity – does not compromise on ethical or legal matters
- Able to make decisions objectively, based on understanding of facts and with consideration of different perspectives



HOW TO APPLY

Application Process

WB Directors (www.wbdirectors.co.uk) are running the search process on behalf of England Squash.

Do get in touch with the team – Rachel Tranter and Hannah Wakeman via applications@wbdirectors.co.uk if you would like to have a conversation.

Candidates should submit their CV, together with a short covering letter (no more than two pages) expressing the rationale for their interest and the specific competencies and leadership experience that they would bring to the role.

Submissions by email should be sent to: applications@wbdirectors.co.uk

Candidates should also complete the [Equal Opportunities Monitoring Form](#), which is located on the England Squash website, at the time of application.

If you would like an informal conversation about the role with either the current Chair or the CEO, please contact Mark Williams at mark.williams@englandsquash.com.

The closing date for application is **Sunday 2nd March 2025**, with interviews proposed for the week commencing **17th March 2025**.

