

WORLD NETBALL FOUNDATION BOARD

CHAIR RECRUITMENT PACK



WELCOME

Thank you for your interest in the charitable arm of World Netball [1], the sport's international governing body whose purpose is to create a better world through netball. Netball is a sport that provides opportunities and choices and creates connections and communities for millions across every continent. It is truly a force for good.

In our recently launched strategy, we set out our ambition to inspire and harness the power of netball to change lives via an independent charitable organisation which we are now in the process of setting up. This World Netball Foundation ("the Foundation") will use the reach of netball to deliver positive and lasting outcomes, changing lives and improving communities on a global basis. The Foundation will be based in the United Kingdom and regulated by the Charity Commission for England and Wales.

World Netball is now in a position to recruit our first Board of Trustees to shape and steer the Foundation from the onset in establishing the overall governance, strategic direction and business development for the organisation. We are therefore searching for an energetic, motivated and capable person to join us as Chair at this critical time for this new stand-alone Foundation.

The Chair of the Foundation will be a high-calibre individual who can provide exceptional leadership at this critical time. Additionally, while World Netball will provide a level of funding for its Foundation, there is an expectation the Foundation will need to attract grant funding and donations and that the Chair will play an active role in this aspect of the organisation's work. We really believe that this is a wonderful and unique opportunity; our ideal candidate would therefore be an inspirational individual with high personal integrity who is able to devote sufficient time to the work of the Foundation, be passionate about its work and have the vision to see the bigger picture and what the future might hold. Ideally, you will have significant experience and a track record of success in strategic leadership role(s) and be politically, and commercially, astute.

World Netball is fully committed to the principles of equality of opportunity. We therefore encourage applications from all sections of the community. The aim is to promote equality of opportunity so that no applicant will be subject to unlawful or unfair discrimination on the grounds of gender, age, marital status, colour, race, religion, disability, sexual orientation, offending background, membership or non-membership of a trade union or political beliefs.

If you have the skills, experience and qualities we are seeking, then we look forward to hearing from you.

Yours faithfully,



Liz Nicholl, President World Netball

[1] World Netball is the trading name of the 'International Netball Federation Ltd.'

OVERALL PURPOSE

All trustees [2] assume overall control for the organisation, sharing equal responsibility in advancing the purpose of the Foundation, deciding how it should be run and making sure it does what it is set up to do. The Charity Commission says that “charity trustees:

- are the people who serve on a charity’s governing body and are united by their wish to create positive change in society
- have ultimate responsibility for directing the charity, delivering its charitable objects and ensuring that the charity is well-run and efficient
- must act with integrity and avoid personal conflicts of interests
- must use reasonable care and skill as trustees, with the benefit of their personal skills and experience as necessary.”

NB: More detail on the duties on the role of a trustee can be found within the Charity Commission’ guidance document, “The essential trustee: what you need to know, what you need to do”, which you can access here:

<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>



[2] In law, Trustees are defined as ‘the persons having the general control and management of the administration of a charity’ (Charities Act 2011, section 177).

ROLE DESCRIPTIONS

Role of a Trustee

A World Netball Foundation trustee will have specific duties, including:

- Ensuring that the Foundation complies with its governing document, charity law, company law and any relevant legislation or regulations, making sure high standards of governance are maintained
- Ensuring the Foundation pursues its charitable purpose for public benefit
- contributing actively as a board member, using any skills, knowledge or experience to help the Foundation reach sound decisions
- setting and guiding the strategic direction of the Foundation defining goals, setting objectives and evaluating performance against results
- ensuring the financial stability of the Foundation, including identifying and managing risk
- defining and monitoring the Foundation's commitment to Diversity, Inclusion and Equality across all aspects of the business
- safeguarding the reputation and values of the Foundation
- acting in the best interests of the charity and its beneficiaries at all times, avoiding any personal conflicts of interest

Role of the Chair

While the Foundation's Chair shares the same governance responsibilities of all other trustees, there are additional duties that are part of this role. These include:

- providing leadership and direction to the board,
- fostering and maintaining good working relationships among all members, creating a high-performing board team
- ensuring that trustees contribute fully as board members and have the skills and experience to fulfil the duties and responsibilities for the proper governance of the charity
- ensuring that the charity has clear ambitions and strategic direction, and that the charity, trustees and all staff are focused on achieving these
- promoting good working relationships with World Netball
- developing and maintaining key stakeholder relationships with various partners, including Governments, NGOs, sports organisations
- acting as an ambassador for the Foundation, including being a spokesperson from time to time
- providing support to staff members key to delivering the work of the Foundation, as required

PERSONAL SPECIFICATION FOR CHAIR

Personal Style and Behaviour

- Altruistic individual with a strong and visible passion and commitment to the charity, its strategic objectives and cause
- Tactful, diplomatic individual who has high personal integrity, is a reflective listener and can engage effectively
- An emotionally intelligent individual with the ability to read and build relationships, steer collective decision-making and manage potential conflicts of interest in a transparent manner
- Willing to use connections to advance the Foundation
- Committed to devoting sufficient time for the role, including time for travel, attending events in their own country and abroad

Knowledge, Skills and Abilities

- Ability to advance the scope of the Foundation
- Skilled at chairing meetings at senior executive level
- Ability to think strategically and to analyse complex concepts
- Skilled communicator and influencer
- Proven networking and relationship building abilities that can benefit the Foundation
- Ability to know what to prioritise, when to take action and what judgement to make in difficult circumstances
- Enthusiasm for and/or knowledge of using sport for social change

Experience

- Experience of operating at a senior strategic leadership level in a charitable, public sector or commercial organisation
- Experience of operating within a Board or committee or similar senior management structure
- Successful track record of achievement through career
- A proven track record of effective, independent, decision making

Further requirements

- Candidates must be 18 years or older.
- Candidates must be eligible to act as a Trustee

ADDITIONAL INFORMATION

Time commitment

The term of office for all trustees is four years. Trustees can stand for re-election to the Board for an additional one term. After two terms (eight years) there is potential, in certain circumstances, to extend for one further year. This makes the maximum term of office nine years.

We expect attendance at all regular Board meetings which would last three hours and likely to be quarterly throughout the year, plus one strategy day per year. Board members might also be asked to chair a sub-committee and/or steering group, each of which may meet up to three times a year, as required.

Additionally, the Chair is also expected to have regular meetings with staff and also represent the Foundation at various events and meetings with key stakeholders.

We estimate the time the Chair will need to commit is equivalent to 2-3 days per month

Board Remuneration

While trustees do not usually receive any remuneration for their services to the World Netball Foundation, any expenses properly incurred in the performance of their duties, such as travelling to meetings and events, are reimbursed in line with the expenses policy.

Safe Recruitment

The successful candidate will be subject to written references and a safe recruitment process, including, but not limited to background checks.



HOW TO APPLY

Interested applicants should email:

- A. A comprehensive CV
- B. Brief supporting statement of no more than two sides of A4, outlining the reasons for your interest in the Chair of World Netball Foundation role and giving evidence against the person specification, demonstrating how you would enhance the work of the Foundation.
- C. Details of two referees
- D. Complete the optional diversity monitoring form which is available to download [here](#) (this is not compulsory).

Please send your documents to info@worldnetball.sport

The closing date for applications is 14 January 2022 at 17:00 GMT

The personal data you send us will only be used to process your application to be the World Netball Foundation Chair. Personal information on unsuccessful candidates will be securely stored for six months after the recruitment process has been completed, then deleted. If you are successful and take up the appointment, your information will be retained and used for administrative purposes directly relevant to your appointment.

If you have any queries in relation to the application process, or you experience difficulties sending your application, please do not hesitate to contact us on info@worldnetball.sport.

Our draft timetable is as follows although this is subject to amendment as circumstances require:

Closing Date: 14 January 2022

First interviews via video and/or audio conferencing: w/c 31 January 2022

Final interviews via video and/or audio conferencing: w/c 7 February 2022

NB: Please advise us if there are any dates and times which are inconvenient.



