



Appointment of
Independent Non-Executive Director
at Gloucestershire FA

April 2024

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Welcome

The Gloucestershire Football Association is seeking to appoint two Independent Non-Executive Directors to join the Board to support the existing members with directing the business affairs of the organisation.

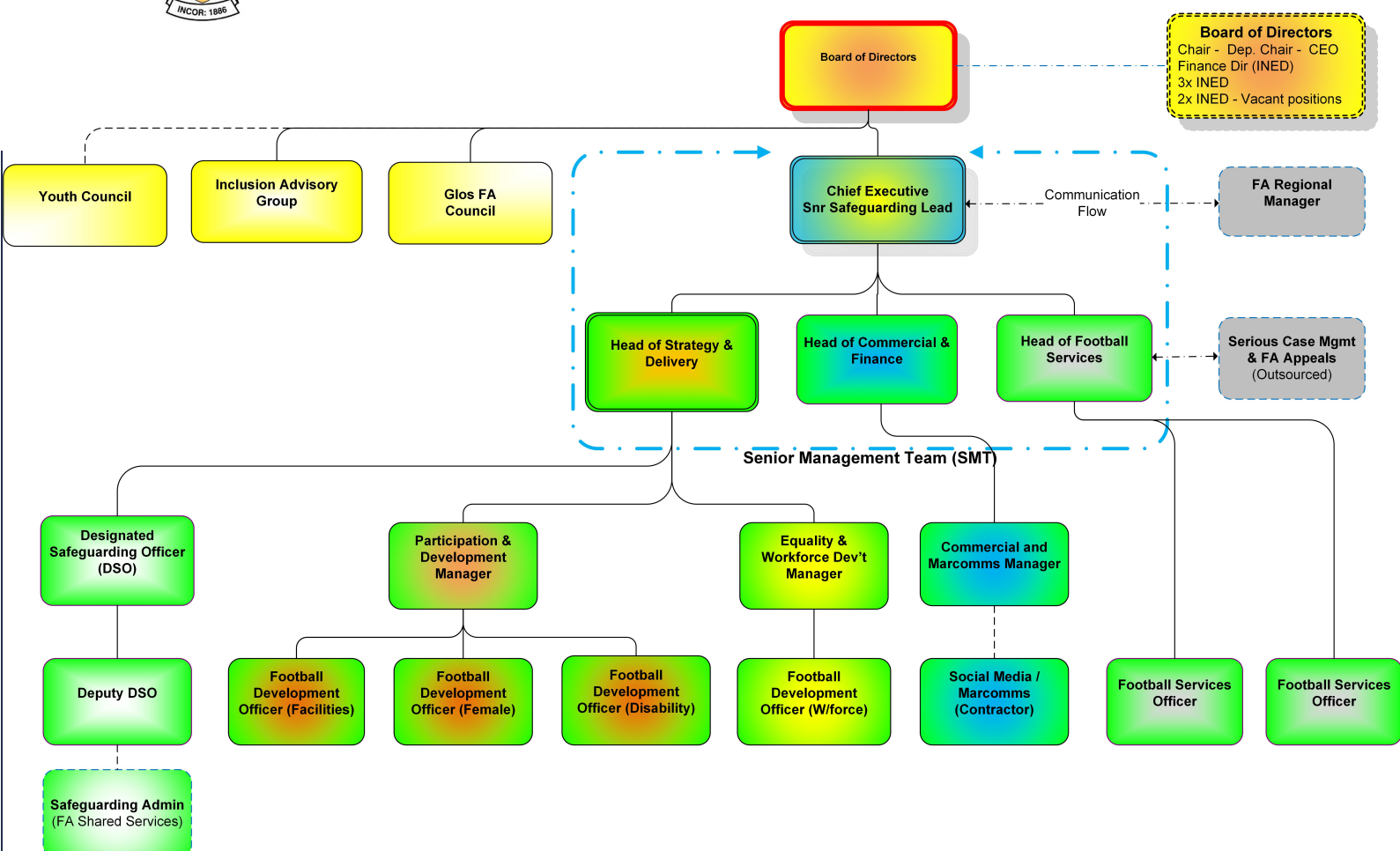
Gloucestershire FA was formed in 1886 and became a not-for-profit company in 1999. Football is the most popular sport in the County with over 51,000 registered players playing football in over 2,500 teams. Our main role is to develop and grow football participation, striving to ensure it is played in a safe and inclusive environment.

As we look to the future, we are seeking to recruit two additional Directors who are engaged and inspired to take the Association forward as a business, reflecting and supporting the communities we represent.

The Association is currently led by six non-executive Directors, plus the Chief Executive. The Board of Directors is supported by members of Council and the Inclusion Advisory Group (IAG). The non-executive directors, IAG and Council members are all volunteers, representing local football stakeholders and the wider football community.

Our dedicated team of staff work closely with the network of grassroots football clubs, leagues and volunteers to develop and deliver interventions that 'Inspire positive change through football'. Our staff develop and manage the facilities at Oaklands Park as well as working across all eight Local Authority Areas in Gloucestershire and Bristol to unite communities, tackle inequalities, and improve health across the County.

As we move into the new business strategy period 2024-28, the organisation will focus on developing our business and the wider game across five strategic areas; developing and delivering programmes that provide improved playing choice and opportunities; driving growth in registered players and ensuring equal opportunities for women and girls to play football; tackling poor behaviour and managing safeguarding concerns. We will continue to support clubs and organisations to improve their playing facilities and support, train and develop a valuable network of volunteers, coaches, and referees.



Governance

The Board has collective responsibility for the governance of our organisation.

This includes responsibility for the development and implementation of our strategy; ensuring that our operations are consistent with our aims; strengthening our community relevance; promoting the growth of the game; and acting as a critical friend, assessing the performance of management in meeting agreed goals and objectives.

Collectively, the Board of Directors of Gloucestershire Football Association is required to direct the business affairs of the Association and to determine the vision and strategy, plans, policies and financial investment required to achieve the Association's aims. The Directors are accountable, individually and collectively to support the sustainability and vision of the organisation. Directors are expected to be active board members, providing strategic oversight and to constructively challenge and review the Gloucestershire Football Association's strategic plan.

In addition, the Board supports an experienced executive team in helping to foster and embed a culture of diversity and inclusion throughout the organisation. Helping to develop the business and support grassroots football across communities and to help grow the game, increase participation and to ensure that football is a game for all throughout the county.

The Board is made up of individuals who collectively bring diversity of skills and experience and are committed to the principles of good governance. As we continue to expand our offering in the county and to support the growth of the game in all its forms, particularly within women and girls and disability football, we understand the importance and value having a reflective Board provides.

Gloucestershire FA is committed to tackling inequalities and discrimination. We want to ensure our board reflects the broad diversity of the county, recognising the essential dividends that a diversity of thought, enhanced creativity and audience engagement will bring. We welcome all individuals who share our passion and vision to apply, particularly women, individuals from culturally diverse backgrounds, the LGBTQ+ community and those with disabilities.

All Board positions are voluntary.



The Opportunity

This is a fantastic opportunity to help support the development of grassroots football across the County.

Gloucestershire FA is inviting applications for the role of Independent Non-Executive Director of the Board. We are seeking individuals who have a passion for the impact sport and, in particular football, has to enhance the lives of participants, the workforce and volunteer administrators across Gloucestershire.

You will be responsible for helping set and guide the strategy of the Board including ensuring corporate governance, supporting the executive and overseeing the affairs of the organisation, ensuring that the Board meets its obligations and responsibilities to its members. You will hold a key role in helping to bring expertise to the Board as well as providing appropriate challenge and accountability surrounding the performance of the Gloucestershire FA and ensuring that each Director fulfils their duties and responsibilities in delivering effective governance.

We are keen to ensure a variety of skills, professional experience, and perspectives to capitalise on the benefits of a diverse, representative board ensuring we are best placed to support our county.

The following skillsets in particular are regarded as critical for the Board and the priority for these two appointments:

- Commercial and Partnerships Director
- Wellbeing and Safety Director

Successfully appointed candidates will demonstrate a passion for the power of sport, an inclusive leadership style and an understanding of the communities we serve. They will bring excellent business and communication skills and will be proactive in considering the views and needs of others allowing them to work collaboratively with our key stakeholders to enable our mission. Providing robust check and challenge and strategic acumen, they will work to ensure that we benefit from contemporary governance.

The Opportunity

Responsibilities

- Provide constructive challenge to the work of the Board and help to develop the organisation's policies, strategies, goals, and objectives.
- To safeguard the assets of the business and the interests of the Membership and stakeholders of the Association.
- Develop and maintain an effective corporate governance structure including compliance with the FA's Code of Governance for County FA's.
- Work with the executive team, Board, and other key stakeholders to ensure the organisation is governed successfully.
- Monitor the financial affairs of the Association through reports provided by the Finance Director and ensure the effective use of financial and other resources.
- Championing and upholding the County FA's values, being a strong external advocate for its work and ensuring a positive and inclusive organisational culture.
- Scrutinise management performance in meeting agreed goals and objectives.
- Be an effective Board member, participating actively in Board discussions and supporting stakeholder groups outside Board meetings where required.
- Recognising and understanding the need for diversity and the requirements of the wider communities that we serve.



Location: Gloucestershire FA, Oaklands Park Stadium, Gloucester Rd, Almondsbury, Bristol, BS32 4AG

Remuneration: This is a voluntary role.

Time Commitment: The Board meets 6 times a year and when available, attend relevant FA or Glos FA events. Board meetings are in-person at Oaklands Park or occasionally by Microsoft teams. Meetings are scheduled a few months in advance as to be accessible to as many people as possible.

Term: The appointment is for a three-year term.

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Person Specification

We welcome and encourage applications from ambitious, energetic candidates who can demonstrate the following:

- Interest in grassroots sport and knowledge and understanding, or willingness to learn, of membership, not-for-profit or national governing body organisations.
- Proven leadership experience in our priority areas to enhance the diversity and skill sets of the overall Board.
- Empathy and a commitment to inspiring a passion for football, in its various forms throughout our communities.
- Strong interpersonal skills, an ability to manage relationships with, and to inspire a diverse range of, stakeholders, internally and externally.
- Knowledge of or an appreciation for the Safeguarding requirements for the Association.
- A commitment to strong teamwork, accountability, and transparency.
- Experience of health, welfare, and safety matters, including mental health, wellbeing, and integrity issues
- Commercial and financial experience including development and assessment of new revenue opportunities.

- Ability to embrace change and experience of change management programmes.
- A passion for enhancing diversity in the game and championing our goals to widen participation.
- Integrity, good judgement, and independence.
- Appreciation and adherence to the County FA's values of Open, Honest, Inclusive, Flexible, Professional.

We are committed to equality, diversity and inclusion at every level. We celebrate difference and applications are actively encouraged from individuals from diverse backgrounds, in particular those who reflect and represent the communities we work in.

How to Apply

For information on how to apply, please visit

<https://candidates.perrettlaver.com/vacancies> quoting reference number **7311**. Candidates wishing to apply should submit a CV (including comprehensive details of key achievements and responsibilities) along with a covering letter which fully addresses the competencies outlined in the role description and person specification.

The closing date for applications is **9am BST on Tuesday 28th May 2024**.

Gloucestershire FA will be supported in this appointment by executive search firm Perrett Laver. Any initial enquiries should be directed to Jake Smith at Jake.Smith@perrettlaver.com and +44 (0)20 3928 7374.

Accessibility

For a conversation in confidence, please contact Jake Smith at Jake.Smith@perrettlaver.com and +44 (0)20 3928 7374.

Should you require access to these documents in alternative formats, please contact Thivya Sureshkumar at Thivya.Sureshkumar@perrettlaver.com and +44 (0)20 7340 6258.

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via accessibility@perrettlaver.com

If you require any reasonable adjustments to assist you in the selection process, please advise us of these so that we can make appropriate arrangements.

Inclusion

Perrett Laver believes that excellence will be achieved through recognising the value of every individual. A broad range of perspectives, backgrounds and opinions amongst our global community of colleagues is crucial in maintaining our culture of openness, intellectual curiosity, and creativity. We take an active role in supporting under-represented communities and groups in becoming better and more fairly represented in the leadership of all organisations. We also know that diverse and inclusive teams have a positive impact on our ability to identify, engage and secure candidates from these groups.

Our commitment to inclusion across race, gender, age, religion, sexual orientation, identity, and experience drives us every day – for clients, for candidate identification and in the recruitment, development and retention of colleagues.

To ensure inclusion on the basis of age, disability, ethnic or national origin, family circumstance, gender, gender identity, marital status, nationality, political or religious beliefs, race, socioeconomic background, sexual orientation, we would like to specifically invite applications from under-represented groups.



Data Protection and Privacy

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website: <http://www.perrettlaver.com/information/privacy/>.



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