



### **Non-Executive Directors – Members of the Board**

With the imminent retirement of a number of current Board members, an opportunity has arisen for suitably qualified individuals to join the Board of England Boxing as non-executive directors. The term of appointment is for four years initially with potential for one further four-year term.

**Salary:** Voluntary - expenses

**Contract type:** Volunteer

**Location:** Flexible (usually London for meetings). Headquarters in Sheffield.

**Closing Date:** 13 November 2023, but please apply as soon as possible.

### **About England Boxing**

England Boxing is the National Governing Body for the one of the oldest sports in the world, one which has featured in the ancient and modern Olympics since 1904.

With its own heritage going back to 1880, the organisation is responsible for promoting and developing the sport at all levels, from grassroots through to the England talent pathway, and in turn passing prospective medallists on to GB Boxing. The organisation is a member of IBA and EUBC, the World and European governing bodies, respectively.

England Boxing has a new strategy in place through to 2027 and has now confirmed its funding with Sport England for the same period. The governing body has gone through rapid change and is seeking to continue to grow and build in both competitive and recreational boxing.

The clearly stated ambitions in England Boxing's strategy include the requirement to provide a safe and regulated sporting environment, whether this be through safeguarding, anti-doping or adherence to the regulations that ensure the sport is operated in a safe, equitable and inclusive manner for all those who participate as a boxer, coach official or administrator.

## **The Board**

The full complement of the Board consists of 12 Directors, of which 7 are England Boxing Non-Executive (Boxing) Directors, 4 are Independent Non-Executive Directors, and one the non-executive chairman.

We are currently looking for:

### Independent Non-Executive Directors x 2

For these roles, we are looking for individuals who have significant experience in leadership roles across a range of different sectors and can bring this experience to the Board of England Boxing. You may have expertise in a specific area (HR, Finance, Risk Management, Commercial, Legal & Governance, etc). Experience and expertise in Finance and Legal is particularly sought after, as we have identified this as a soon to be filled gap on the Board.

Independent Directors should not already be associated with England Boxing in any way, either as involved in the England Boxing regions, clubs or as general member.

### Non-Executive (Boxing) Directors x 2

For these roles we are looking for people who have strong leadership skills across a range of sectors but may also bring some direct boxing experience especially around the rules and refereeing side of the sport and the running of the England Boxing Championships and or athlete liaison.

The England Boxing Non-Executive Directors will serve a four-year term, with any individual to serve a maximum of two terms (consecutive or otherwise). England Boxing Non-Executive Directors shall carry one vote each at Board meetings. The terms of the England Boxing Non-Executive Directors will be timed to ensure that they will not all retire at the same time (the Company will make separate provision in this regard). The England Boxing Non-Executive Boxing Directors may concurrently hold or previously have held an executive role within a Regional Association or any related boxing association.

In accordance with Article 55 of the Articles of Association, each Club or Associate Member shall be entitled to nominate appropriately skilled individuals whom the Board will consider in accordance with the processes, including selection processes, determined in accordance with Article 54. In addition, suitably qualified individuals who feel that they have the skills required to fulfil the role of an England Boxing Non-Executive Director (and who have the necessary membership qualification) will be encouraged to apply.

## **Responsibilities**

- To attend six Board meetings, and as many Committee or Working Group meetings as required per year and contribute appropriately to ensure that the organisation's objectives, and the overall vision - Inspiring and transforming

lives through Boxing - are achieved within the budget set by the Board. Board meetings are usually held in London or online. If the meeting is in-person, a video conference option is generally available.

- Provide strategic insight and support to the Chief Executive and the Senior Management Team.
- Potentially to act as Board appointed Chair to the Technical Rules and Officials Sub-committee or the Championships Sub-committee or the Audit Sub-committee and undertake the roles and responsibilities set out in the Terms of Reference for these Committees and/or Working Groups:

[Technical Rules and Officials Sub-committee](#)

[Championships Sub-committee \(to be turned into a Working Group\)](#)

[Audit sub-committee](#)

- Support appropriate activities, competitions, and events to raise the profile of England Boxing.
- Prepare appropriately for each Board meeting and to keep up to date with current developments within amateur boxing and more generally in the broader sporting environment.
- Participate in an agreed annual appraisal and review process for Board members.

## **Person Specification**

### Essential Criteria

All candidates must be able to demonstrate awareness and ability in the following areas:

- A clear understanding of the structure of sport in England and demonstrable knowledge of sport and the sport of boxing in particular.
- Strong experience in strategic decision-making and planning at a senior level in the private or public sector.
- A strong grasp of the principles of fairness and good governance.
- Excellent communication, interpersonal and presentation skills, and an ability to work across organisational boundaries to promote high standards.

- A thorough grasp of diversity and inclusion issues, especially the barriers for low participation groups.
- To have knowledge/experience in the working area of the relevant Sub-committee and/or Working Group.

### **How to apply**

Applications should be made by submitting a CV and supporting statement of two pages maximum which sets out how you meet the criteria of the role to:

[happlications@englandboxing.org](mailto:happlications@englandboxing.org).

You should state clearly how you meet the criteria outlined in the person/ role specification.

The closing date for applications is 13 November 2023, but early applications are encouraged.

As part of the process, panel interviews will be held, including a discussion with the Chair and CEO of England Boxing.

### **Valuing Diversity**

England Boxing Ltd is committed to valuing diversity and seeks to provide all staff with the opportunity for employment, career and personal development on the basis of ability, qualifications and suitability for the work as well as their potential to be developed into the job.

We believe that people from different backgrounds can bring fresh ideas, thinking and approaches which make the way work is undertaken more effective and efficient.

The Company will not tolerate direct or indirect discrimination against any person on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation whether in the field of recruitment, terms and conditions of employment, career progression, training, transfer or dismissal.

It is also the responsibility of all staff in their daily actions, decisions, and behaviour to endeavour to promote these concepts, to comply with all relevant legislation and to ensure that they do not discriminate against colleagues, customers, suppliers or any other person associated with the Company.

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