

Snowsport England Limited (SE)

ROLE TITLE: Chair of the Snowsport England Board

Role Description

Introduction

The Board of Snowsport England Limited has approved this document as applicable to the above role title.

Role Purpose

Snowsport England is the National Governing Body (NGB) for Snowsport in England involving multiple disciplines (Alpine, Freestyle, Snowboard, Nordic) and is a Company limited by guarantee. Snowsport is a lifestyle sport which has an enthusiastic and passionate membership and is part of the outdoor/ adventurous sports sector which is growing in popularity.

The Chair will lead and hold the Board, CEO and Operations Team to account for the Company's mission and vision, providing inclusive leadership. Develop a clear connection to the membership and volunteer community and collectively work through a period of significant challenge and change whilst taking available opportunities to grow and develop an exciting and dynamic sport.

The Chair will also support and, where appropriate, challenge the Chief Executive and ensure that the Board functions as a unit and works closely with the entire Snowsport England staff to achieve agreed objectives. He or she will act as an ambassador and the public face of Snowsport England in partnership with the Chief Executive.

Term of Office

1. The term of office is a maximum 6 years made up of two 3-year terms.
2. The Chair role is voluntary and unpaid, although expenses will be refunded in line with SE expenses policy.

Specific Responsibilities:

Key Results Areas

- Chair meetings of the Board effectively and efficiently, bringing impartiality and objectivity to the decision-making process and ensuring a focus on strategy, performance against the strategy, added value and accountability.
- Ensure that the Board meets its duties and responsibilities for the effective governance of SE, including a clear delegation of matters where appropriate.
- Provide strong leadership to SE and its Board ensuring that the Board sets the overall strategic direction of SE and harnesses the varied skills of the board and the wider team.
- Appraise the performance of the Board and other key volunteers on an annual basis and act on the outcomes.

- Ensure that Board members are fully engaged and that decisions are taken in the best, long-term interests of SE and that the Board takes collective ownership.
- Foster, maintain and ensure that constructive relationships exist with and between the Board members and the SE volunteer community.

Strategic Leadership

- Develop SE's strategic aims and objectives in accordance with its constitution in partnership with the Chief Executive Officer.
- Act as an ambassador for SE's strategic direction and promote its success.
- Ensure effective communication to SE's members and stakeholders.

Governance

- Develop the knowledge and capability of the members of the Board.
- Address and resolve any conflicts within the Board or within any key committees.
- Ensure that the Board is regularly refreshed and incorporates the right balance of skills, knowledge and experience needed to govern and lead SE effectively.
- Liaise with the senior independent director on appropriate agreed matters.
- Work within any agreed policies adopted by SE.
- Ensure that the Board is able to regularly review major risks and associated opportunities and satisfy itself that systems are in place to take advantage of opportunities and manage and mitigate the risks.
- Ensure that the Board fulfils its duties to ensure the sound financial health of SE, with systems in place to ensure financial accountability.
- Avoid having any significant personal or professional financial conflict of interest and ensure that any other conflicts of interest at Board level are handled appropriately and in line with SE policy.
- Lead the Board performance review and implement an appropriate action plan.

COMMUNICATIONS AND WORKING RELATIONSHIPS INTERNAL

- Work closely with the Chief Executive to set Board agendas and ensure that Board meetings are well planned.
- Monitor that decisions taken at Board meetings are acted on.
- Support the Chief Executive, whilst respecting his/her executive responsibilities.

- Ensure regular contact with the Chief Executive and develop and maintain an open and supportive relationship within which each can speak openly about concerns, worries and challenges.
- Ensure that the Chief Executive has the opportunity for professional development and has appropriate external professional support.
- Carrying out the annual appraisal of the CEO.

External

- Act as an ambassador for SE at all times promoting the organisation and snowsport.
- Maintain close relationships with key stakeholders and influencers such as Sport England, GB Snowsport, Snowsport Scotland and Snowsport Wales.
- Act as a spokesperson for SE when appropriate and influence other key stakeholders.
- Represent SE at external functions, meetings and events.

Time Commitment:

There is considerable time needed to fulfil the role and duties set out. The chair will be expected to commit a minimum of 20-25 days per annum.

This would consist of

- Board meetings and AGM
- Engagement with volunteers / members (clubs and committees)
- SE events (based in Italy and England if possible)
- Regular call with CEO
- Meetings with wider stakeholders eg Sport England

Person Specification:

The appointed person should have the following qualities:

- A strong track record of leadership with the ability harness the skills of all the directors and the operations team in delivering the organisations vision and mission.
- Strategic ability together with the capacity to delegate and prioritise.
- The ability to consult effectively and the courage to take decisions.
- An enjoyment of lively debate and the humility to listen.
- A clear vision informed by an up to date, discriminating understanding of Sport and the operation of an NGB.
- The ability to lead by example and to motivate a strong team of professional colleagues.
- An understanding of the opportunities and challenges of leading an NGB.
- A firm commitment to diversity and continuing the drive to widen demographic access to Snowsport.
- An entrepreneurial mind-set with business and commercial acumen.
- The ability to provide challenge and work collaboratively with the Board and CEO to forge the future direction of Snowsport England.

- Excellent communication skills both orally and in writing, with the ability to speak compellingly to all stakeholders.
- Confidence in the public-facing role and the ability to embody the values of Snowsport England as an ambassador.
- A passion for sport and ideally snowsport, with an enthusiasm to develop the sport and the organisation.
- Stamina, optimism, compassion, and a sense of humour.