



## Members Director Nomination Form

This form is to be used to nominate candidates for elected positions on the Snowsport England Board. Nominations must be submitted on this form by the due date. **20<sup>th</sup> October 2020**

<b>Nominee Name:</b>	Richard Barbour		
<b>Date of Birth:</b>	23/01/65		
<b>Region:</b>	South West		
<b>Club:</b>	Gloucester Disabled Skiing		
<b>Proposed by:</b>	Michael Baker	<b>Club:</b>	Gloucester Disabled Skiing
<b>Seconded by:</b>	Kevin Rhead	<b>Club:</b>	Norfolk

Briefly describe your skills, competence and experience in the following areas:

<b>Governance:</b>	<p>I have been a major contributor to Snowsport England's Coaching Technical Panel for over 10 years, including championing development of participation, policy, openness and transparency.</p> <p>I have established, supported and chaired lifed panels.</p> <p>I'm Head Coach of Gloucester Disabled Skiing, am a committee member and understand governance needs for snowsport clubs. Former Chair of the Trade Association, the British Ski Slope Operators Association.</p> <p>Former committee member of the Snowsport Forum working alongside colleagues from Snowsport Industries of Great Britain (SIGB) and Ski Club of Great Britain.</p>
<b>Strategic Planning:</b>	<p>Chartered Manager and Fellow of the Chartered Management Institute.</p> <p>10 years experience of Profit and Loss business planning and monitoring. Introduction of new business streams.</p> <p>Capital Expenditure return on investment calculation.</p> <p>Head of Ski School, devising ski school programmes, training needs analyses and training provision.</p> <p>Developed 5-year business plan for the merging of 2 businesses.</p> <p>Project Manager for construction projects including project inception, scoping, design, procurement (tendering and contract), budget management (£1000-£millions) and project review.</p>



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	<p>I've coached and mentored engineers during what I call their "Olympic programme" from graduate to Chartered Engineer. I run my own business.</p>
<p><b>Marketing and Sales:</b></p>	<p>Experience of "sales through service" approaches.  Responsible for leading the marketing and sales at Gloucester Ski &amp; Snowboard Centre, recruiting and managing related personnel.  Experience of TV and radio recording and live broadcast.  Experience of running marketing on limited budget including leveraging local media.  Research and introduction of new revenue streams.  Devised customer perception survey. Responses led to increased participation in coaching and other interventions that helped increase profitability by 10%.  When working for the Institution of Civil Engineers I had a target-led membership development role with responsibility for client relationships with over 50 construction businesses, colleges and universities. This included generating short term through to long-term growth results.  Reputation for innovation leading to outcome and performance results including increased member engagement.  Devised the Locked in Shed podcasts including the promotion of the value of coaching and the role of the Governing Body.  Recent use of social media and other channels to increase the listenership, now a global audience.  I also do creative work with my hands including silversmithing, selling online and through art networks.</p>
<p><b>Financial Management:</b></p>	<p>Profit and Loss accounting as mentioned above.  Trained and experienced in yield management.  Project Manager in public and private sectors including budget control, routine progress monitoring and reporting.  Tendering and selection of sub contractors.  Option studies for Ministry of Defence projects.  Club subscription financial modelling.  Former Treasurer of the Snowsport Forum.  Accounting and tax returns for personal business.</p>
<p><b>Human Resource Management:</b></p>	<p>As manager of Gloucester Ski &amp; Snowboard Centre I managed a core team of full-time staff and a diverse range of part-time and seasonal workers. Being responsible for staff appraisal, goal setting, training and NVQ assessing, I gained valuable experience of people management in a customer facing environment.</p>



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	<p>Experience of recruitment, induction, performance management, discipline and grievance.</p> <p>I devised an innovative instructor apprentice scheme for which I was lead mentor. Extensive experience of working with a diverse workforce, a large proportion of whom were doing it for enjoyment, not money.</p> <p>Advanced Certificate in Coaching and Mentoring (Chartered Institute of Personnel and Development)</p> <p>In 2017 I was nominated in the European Mentoring and Coaching Council's Mentor of the Year and Coach of the Year categories.</p>
<b>Information technology:</b>	<p>I'm a routine user of IT.</p> <p>As well as the usual MS Office suite I'm familiar with video editing and podcast production software.</p> <p>I devised, recorded and produced SE's YouTube video promo for <a href="#">Skilful Skiing</a> and <a href="#">mentoring webinar</a>.</p>
<b>Risk Management:</b>	<p>Business risk management including emergency business strategy.</p> <p>Extensive experience of risk assessment in sport and construction, including covid-19 risk assessment for clubs and tutors.</p> <p>Risk assessment for disability ski club and author of related induction training.</p> <p>I have worked with HSE to produce safety guidance.</p> <p>Experience of civil litigation including evidence at court.</p> <p>Experience of the impacts of litigation in snowsport.</p> <p>Support provide to SE in managing risks during covid-19.</p> <p>Recently highlighted a risk area to SE's CEO and supported informed policy decision making.</p>

Continued overleaf



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Please use the following sections to describe why you wish to be elected:

<p><b>Your vision for Snowsport England and the Sport &amp; time available to carry out this role</b></p>	<p>I share SE's vision to inspire participation at every level.</p> <p>Covid-19 is a major risk to sport and I have been involved in SE's response as Chair of Coaching Technical Panel.</p> <p>I'd now like to be involved in SE's planning for the future, including strategic goal setting. Being a Board member would provide me with insights to help prioritise effort and provide support through and beyond turbulent times.</p> <p>The National Coaching Scheme has strategic importance for developing participation in the sport in England and through to GB level. It's also a significant revenue generator for SE. Brexit's impact on the instructing and coaching landscape highlights the need to clearly differentiate the importance and role of the Governing Body's National Coaching Scheme from "provider" bodies.</p> <p>As well as being alert to the breadth of membership needs, I am particularly offering my expertise to support the development of coaching, coach education, related revenues and enhance SE's reputation and relationship with GB Snowsport.</p> <p>Being self employed, I am flexible with and in charge of my time.</p>
<p><b>What you will bring to the role</b></p> <ul style="list-style-type: none"> <li>- Experience and roles with SE which you will bring to the role</li> </ul>	<p>Coaching Scheme member since 1990 .</p> <p>Tutor since 1998.</p> <p>Responsible for introducing Internal Verification having trained in Internal Verification and Assessment Practice in my own time. As a coach and tutor trainer I'm involved in course design, delivery, verification and tutor mentoring. I have represented SE at stakeholder meetings and the International Federation of Snowsports Instructors (IVSI) Congress.</p> <p>Qualified in Ski Instruction (ISIA), Development Coaching (IVSI), Performance Coaching (UKCP) and Disability Coaching.</p> <p>Attended Winter Paralympics, observing training and competition. Attended Freestyle World Championships in Utah.</p> <p>Assessor of coaches at international level.</p> <p>Mentor to engineers, coaches and tutors.</p> <p>Chair of Coaching Technical Panel.</p>



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	<p>Chair of lifed groups.          Initiated and managed the review of the Level 3 and 4 coach awards. Piloted the new course including extensive customer feedback. My contribution was recognised by the Chartered Management Institute when awarding me Fellowship.          Introduced Skilful Skiing course taking reduced tutor fees to get this started.          Writer of coach education material and producer of other training resources.</p>
<p><b>How do you differentiate yourself?</b></p>	<ul style="list-style-type: none"> <li>• Wide range of experience across a range of sectors</li> <li>• Ability to work on own initiative and as part of teams</li> <li>• Ideas person with a natural curiosity which I use in problem solving</li> <li>• Willingness to challenge norms and promote continuous improvement</li> <li>• Tenacity to support individuals to meet their goals</li> <li>• Ability to communicate with a diverse audience</li> <li>• Use of humour</li> <li>• Strong ethical conviction regarding coaching practice and confidentiality</li> <li>• Some of the things I've done for Snowsport England (such as tutor development) have been to the detriment of my future income but done for higher purpose.</li> </ul>

I engage in creative and fitness activities and love listening to music and going to gigs. I build and fly radio-controlled aircraft. I enjoy the outdoors and keeping fit, including skiing (downhill, cross country and telemark to varying degrees of competence) and I learnt to snowboard on Cairngorm. When not locked-down I enjoy walking and cycling trips and doing fitness classes including yoga and pilates.

I am currently optimising the flight characteristics of a self-designed radio-controlled Red Kite.

I undertake a diverse range of Continuing Professional Development which I log.