

BRITISH WEIGHT LIFTING (BWL) CHAIR OF THE BOARD

Principle Responsibilities

Governance and Strategic Leadership

Lead the Board in their collective responsibility for setting direction, strategy and vision, monitoring performance within the powers and parameters laid down in BWL's Articles of Association, operate to and within policies adopted by the Board and the law.

Chair Board Meetings in a professional and impartial manner, ensuring sufficient time for discussion so that conclusions are reached and decisions taken effectively in BWL's best interests.

Ensure and encourage Board members' full and active engagement in Board discussion and decision-making with appropriate challenge, drawing on their skills and knowledge so that the Board optimises its full potential and that the Board takes collective ownership of decisions taken.

Monitor that decisions taken at Board meetings are acted upon.

Avoid any significant personal conflict of interest and ensure that any other conflicts of interest within the Board are identified and resolved.

Lead the Board in fulfilment of its duty to ensure BWL's sound financial health, with systems in place to ensure financial accountability.

Ensure that the Board is able to review major opportunities and risks regularly so that systems are in place to optimise opportunities and mitigate risks.

Develop the knowledge and capability of the members of the Board.

Foster, maintain and ensure constructive relationships with and between Board members, the Chief Executive, management and workforce.

Lead an annual review of Board performance to ensure the requisite balance and blend of experience, knowledge and skills to govern and lead BWL effectively.

Liaise with the lead non-executive director on appropriate agreed matters.

External Member and Stakeholder Relations

Create and maintain effective relationships with members, key partners and stakeholders, establishing mutual understanding of interests, needs and outcomes.

Act as an ambassador, advocate and, where appropriate, spokesperson for BWL, representing the organisation at events, functions and meetings, deploying appropriate style, content and presentation of such representation.

Promote BWL actively and positively so that all stakeholders perceive BWL as a well-managed, highly regarded and sustainable national governing body of sport.

Relationship with Chief Executive

Work closely with the Chief Executive to set the Board agendas so that Board meetings are well planned and supporting information is accurate, relevant and timely to facilitate effective discussion and decision-making.

Provide leadership and guidance to the Chief Executive to ensure that the organisation is run in accordance with Board decisions and BWL's Articles of Association with clarity about the organisation's objectives at all levels.

Ensure regular contact with the Chief Executive to develop and maintain an open, supportive relationship within which each can speak openly, whilst respecting his/her executive and operational responsibilities, and, when necessary providing appropriate challenge.

Promote and exemplify constructive relationships between the Board, Chief Executive and management team.

Ensure that there is a clear and open process for the recruitment (and if necessary dismissal) of the Chief Executive, and a rigorous procedure for setting and reviewing his/her remuneration based on annual objectives and performance review.

Ensure that the Chief Executive has the opportunity for professional development and has appropriate external professional support.

Behaviours, Qualities and Values

Lives and upholds the highest standards of professionalism and ethics, leads by example always seeking to improve personal performance and finds ways to champion the pursuit of excellence in others.

Strong leadership, empathetic and interpersonal skills, with the ability to build and develop relationships, bring people together, and motivate.

Able to create collegiate, collaborative, honest and open environment, to listen actively to the views and opinions of others, attends to what others need to perform and generate trust to forge consensus.

Able to demonstrate a strong and visible passion and commitment to the core functions, strategic objectives and values of BWL.

Politically aware and able to engage at a senior level with politicians, senior officials and key funding stakeholders and partners.

Exceptional communication skills and comfortable in an ambassadorial role to represent BWL externally.

Energy, drive, resilience and a willingness to work towards achieving shared objectives.

Experience, Knowledge and Skills

Current or recent experience of operating at a senior strategic leadership level with a successful track record of achievement.

Current or recent experience of being a Chair or a Non-Executive Director in the private, public or not-for-profit sectors.

Strong financial literacy, sound knowledge of good governance and the appropriate assurance and legal framework complemented by substantial business experience and understanding of the issues applicable to running a not for profit organisation effectively.

A broad understanding of the sporting landscape in the UK, including the funding and political environment and a keen interest in sport and active recreation.

Person Specification

	Essential	Desirable
Demonstrate the highest standards of integrity and probity	X	
Able to demonstrate sufficient objectivity at all times	X	
Demonstrate a passion and commitment to BWL, its strategic objectives, purpose and values	X	
Personal gravitas to lead a national governing body of sport	X	
Strong empathetic and inter-personal and relationship building abilities	X	
Comfortable in an ambassadorial role	X	
Able to demonstrate tact and diplomacy, with the ability to listen and engage effectively	X	
Ability to foster and promote a collaborative team environment	X	
Ability to commit the time necessary to conduct the role well, including travel and attending events out of standard office hours	X	
Experience of operating at a senior strategic leadership level	X	

Significant experience of chairing meetings at Board level	X	
Strong leadership skills, ability to generate trust and motivate	X	
Experience of external representation, in multi-stakeholder environment		X
Financial and/or legal and/or assurance expertise		X
Knowledge of the sporting landscape, high performance sport and grassroots sport		X

PWR June 2018.