BWL Seeks Non-Executive Director

British Weight Lifting (BWL) is inviting applications for a Non-Executive Director to join its Board, combining the full responsibilities of a BWL Director **with specific expertise and experience in athlete advocacy, engagement and welfare.**

The successful candidate will contribute across the breadth of BWL's governance and strategic responsibilities while also bringing a strong understanding of athlete perspectives and experiences to Board discussions, decision-making and the leadership of the Athletes' Committee.

About BWL
As the UK's recognised National Governing Body for Weightlifting and Para Powerlifting, British Weight Lifting (BWL) is responsible for the growth, development and success of both sports at every level.

BWL supports a nationwide network of clubs, gyms, athletes, coaches, officials and volunteers, alongside the performance pathways that enable British athletes to compete successfully on the international stage.

In 2026, BWL launched its four-year FIND YOUR STRONG strategy, setting out our ambition for weightlifting and para powerlifting through to 2030.

Our Vision
Forging a stronger nation through weight lifting. Where every lift builds strength, confidence, opportunity and connection, helping everybody find their strong.

Our Mission
To strengthen weightlifting and para powerlifting from grassroots to podium by building the people, places and pathways that create more lifts and better lifters, helping everybody find their strong.

Our four-year strategy is built around three areas of focus:



Together, these priorities provide the framework for how BWL will grow and develop the sports, support athletes and participants, strengthen the organisations and people that underpin them, and deliver sustainable success from grassroots through to the international stage.

Our guiding principles for strong foundations are:



Role Description

The successful candidate will be appointed by the Board as a BWL Non-Executive Director and will assume the same legal, governance and collective responsibilities as every other Director.

On appointment to the Board, the individual will serve as a statutory Director, with responsibilities to the organisation as a whole rather than to any particular stakeholder interest.

In accordance with Article 54 and their legal duties under the Companies Act, Directors are required to act in the best interests of BWL, exercise independent judgement and fulfil the responsibilities applicable to all members of the Board.

The role combines two equally important elements.

First, as a BWL Director, the successful candidate will contribute across the full breadth of the organisation's business, including strategy, governance, financial oversight, organisational performance, risk, stakeholder relationships and the long-term development of weightlifting and para powerlifting. They will provide independent strategic insight and constructive challenge and contribute to the achievement of BWL's corporate objectives and key performance indicators.

Second, the successful candidate will bring specific expertise and experience in athlete advocacy, engagement and welfare. This expertise will strengthen the Board's understanding of athlete perspectives and experiences and help ensure that these are appropriately considered within BWL's governance, strategy, policies and decision-making.

Athletes' Committee

On appointment, the successful candidate will also be appointed Chair of the Athletes' Committee as part of its establishment. They will subsequently be expected to seek election as an Elected Director, subject to the nomination and election requirements set out in Articles 31.3, 41 and 42.

The Director will bring their experience and understanding of athlete matters into Board decision-making while exercising independent judgement and fulfilling the same duties and

responsibilities as every other BWL Director. The role is not to represent or advocate a predetermined athlete position at Board meetings, but to ensure that athlete perspectives and experiences are appropriately understood and considered as part of the Board's wider responsibilities.

Following the appointment of the Non-Executive Director, BWL will conduct an election for the Athlete Representative in accordance with Article 142. The Athlete Representative will be elected directly by athletes and once elected, will serve as Vice-Chair of the Athletes' Committee, working alongside the Non-Executive Director as Chair.

The wider Athletes' Committee will then be established through the agreed recruitment and/or election process, with its membership seeking to reflect the breadth and diversity of BWL's athlete community across weightlifting and para powerlifting.

Once operational, the Committee will provide a structured mechanism through which athletes can contribute to BWL's strategy, policies and decision-making and provide a clear connection between the athlete community and BWL's governance.

Responsibilities

The successful candidate will be expected to:

- act in the best interests of BWL and exercise independent judgement in accordance with the legal and governance responsibilities of a statutory Director;
- contribute fully to the strategic direction, governance and long-term development of BWL and the sports of weightlifting and para powerlifting;
- contribute to Board oversight of BWL's strategy, corporate objectives, key performance indicators, financial position, organisational performance and principal risks;
- attend, prepare for and contribute fully to Board meetings, the Annual General Meeting and other relevant governance meetings;
- contribute to effective decision-making from an organisation-wide perspective;
- where appropriate, serve on Board committees and fulfil the responsibilities associated with those appointments;
- maintain an appropriate understanding of developments within weightlifting, para powerlifting and the wider sporting environment;
- participate in the agreed appraisal and review arrangements for Board members;
- support appropriate BWL activities, competitions and events and contribute positively to relationships with members, athletes, clubs, partners, funders and other stakeholders;
- bring expertise and experience in athlete advocacy, engagement and welfare to Board discussions and decision-making;
- help ensure that athlete perspectives and experiences are appropriately understood and considered across BWL's strategy, policies and activities;
- chair the Athletes' Committee and support its development as an effective and sustainable mechanism for athlete engagement;
- work constructively with the Athlete Representative and wider Athletes' Committee; and

- support engagement across the breadth and diversity of BWL's athlete community, including weightlifting and para powerlifting, performance and pathway athletes, Masters athletes and the wider participation athlete base.

Person Specification

Candidates should be able to demonstrate a combination of Board-level capability and relevant athlete-focused expertise, including:

- strong strategic and analytical skills and the ability to contribute constructively to Board-level decision-making;
- leadership, strategic management or equivalent experience;
- experience or a strong understanding of good corporate governance and the duties and responsibilities of company directors;
- the ability to contribute to organisational, financial and performance oversight;
- strong communication, advocacy and stakeholder engagement skills;
- the ability to operate collaboratively while exercising independent judgement;
- personal integrity and a commitment to openness, inclusiveness and high standards;
- a strong commitment to equality, diversity and safeguarding;
- relevant experience of athlete advocacy, engagement and welfare;
- a strong understanding of performance and competition environments;
- an understanding of safeguarding, integrity and duty of care within sport;
- the ability to listen to, understand and appropriately reflect diverse athlete perspectives; and
- the ability to apply athlete-related expertise within a strategic leadership and governance environment.

Commitment

The role will require attendance at BWL Board meetings, the Annual General Meeting and relevant Committee meetings, together with appropriate preparation and engagement between meetings.

The successful candidate will also chair the Athletes' Committee and may be asked to serve on other appropriate BWL committees or working groups and support relevant activities, competitions and events.

Appointment Details

- Term of appointment: Initially four (4) years, with the possibility of reappointment for a further four (4) years, subject to the relevant BWL governance and appointment requirements.
- Expenses: Reasonable expenses incurred in carrying out the role will be reimbursed in accordance with BWL policy.
- Time Commitment: typically four (4) Board meetings per year, together with the Annual General Meeting, Athletes' Committee meetings and appropriate preparation and engagement between meetings. The frequency of Athletes' Committee meetings will be determined once the Committee is established.

Appointment process: The recruitment process will be overseen by the Nominations Committee, with the successful candidate appointed by the BWL Board.

Conflicts and due diligence: The successful candidate will be required to declare relevant interests and complete any appropriate due diligence required as part of the appointment process.

How to Apply

Please send your CV and a brief covering letter setting out your reasons for applying and the Board-level experience, skills and athlete-related expertise you would bring to the role to ceo@bwl.sport

DEADLINE: COB, 13 November 2026

BWL is committed to creating an inclusive culture that promotes equality, diversity and inclusion. We are proud of the diverse communities represented across our sports and welcome applications from all sections of the community. We particularly encourage applications from suitably qualified candidates who can bring different experiences, perspectives and backgrounds to our Board.

If you require any reasonable adjustments or additional support during the application or interview process, please contact ceo@bwl.sport. We will work with you to make the recruitment process as accessible as possible.

We are aware of the increasing use of Artificial Intelligence (AI), including Generative AI, to support job applications. We want to understand you as an individual, your motivation for applying and how your experience meets the requirements of the role. If you choose to use AI tools in preparing your application, please ensure that the final submission is an accurate, authentic and honest reflection of your own skills, experience, qualifications and motivation. Candidates remain responsible for all content submitted as part of their application. This does not restrict the use of assistive or adaptive technologies required to support an applicant's individual needs.

Shortlisting will take place as soon as practicable following the closing date. Candidates selected for interview will be contacted by email with details of the interview arrangements, including the date, time, location and format.

Interviews are expected to take place online on 23-24 November 2026.

If you have not heard from us within two weeks of the closing date, please assume that your application has been unsuccessful on this occasion.

If you would like an informal and confidential discussion about the role or have any questions about the application process, please email ceo@bwl.sport to arrange a call.