

**LISTEN
ENGAGE
REPRESENT**



WELSH ATHLETICS
ATHLETAU CYMRU

NON-EXECUTIVE DIRECTOR (PERFORMANCE)

Welsh Athletics is seeking an enthusiastic and forward-thinking individual with knowledge and experience from the Athletics Coaching and Performance sector to join its Board. We are looking for experienced individuals with strong critical thinking skills who are capable of applying independent judgment to work effectively with other non-executive directors.

Welsh Athletics' vision is to create a world class athletics development programme and to grow athletics to be the biggest sport in Wales through participation and opportunity.

We are committed to becoming the sector-leading National Governing Body of sport in Wales and truly live our values of trusted, respected, ambitious and of excellence, fun and together.

This is a voluntary role with all reasonable travel and subsistence expenses fully reimbursed.

Time commitment	1-2 days per month approximately with typically five Board meetings per year. The role would also include being part of the Performance sub-group, and there are typically five sub-group meetings per year.
Term of office	Non-Executive Directors will be appointed for a three-year term. (Maximum of 2 terms permitted)
Location	Welsh Athletics' head office is located at the Cardiff International Sports Campus with most meetings held in Cardiff.

Welsh Athletics is a leading Sports governing body with an ambitious vision for modernising and developing our sport. We believe we can both inspire a generation of future stars and motivate a population to run their way to a healthier lifestyle.

If you would like to be at the forefront of delivering this for Wales, this is the role for you.



Role Summary

The role of the Board and its members is to supervise the management of Welsh Athletics business and to discharge the responsibilities of the directors under the Companies Act.

- To be a company director of Welsh Athletics Limited and provide leadership and expertise in the area of Coaching and Performance.
- To ensure that controls and systems are in place to safeguard corporate governance of Welsh Athletics and report to membership, through the AGM.
- Prepare policy papers and undertake specific development projects as directed by the Board.
- To Chair the Performance sub-group of the Board, reporting back to the Board on key items at each meeting.
- As Chair of the Sub-group, to lead a review process, highlighting progress against the Welsh Athletics strategic priorities – identifying areas for continuous improvement.
- To advise the Board on areas relating to performance sport, coaching and pathway development.
- To support the performance department in delivering against the Welsh Athletics strategy.
- To help create the nomination philosophy and policy for future Commonwealth Games
- To support the performance department with preparations for the 2026 Commonwealth Games as well as future international opportunities.
- To be the Board Champion for Anti-Doping, reporting to the Board on the organisations progress against the UKAD clean sport assurance framework.
- Promote the highest standards of governance and seek compliance wherever possible.

Person Specification

The successful candidate must have a passion for the Sport of Athletics, have good knowledge of the sporting landscape in Wales, and be aware of the changing political landscape in relation to the role Sport will play in the wider political agenda in Wales.

The successful candidate will have significant experience of working within performance sport, preferably within Athletics either as a Coach, athlete or as a performance lead.

Ideally, they will have experience of working within or supporting a performance system, and be able to share knowledge of all parts of the performance pathway. They will be aware of what systems other sports or sectors have previously put in place to achieve success.

The successful candidate will be prepared to attend Board meetings, usually a set number per annum with dates agreed in advance and be available for training and development opportunities as agreed by the Board itself.



Role Competencies

1. Commitment to Welsh Athletics, its values, goals, and ethics
Can inspire with confidence and commitment, ensuring all Board members understand the strategic objectives within Coaching and Performance and are aware of its duties to those involved with the delivery of these objectives.
Uphold the highest ethical standards of integrity and probity and takes reasonable steps to ensure that the duty of care of all involved are safeguarded at all times.
2. Understanding of the environment
Understanding the evolving landscape for sport and sport funding in Wales
Influencing skills
Strong interpersonal and negotiation skills, with the ability to develop effective and sustainable stakeholder relationships.
3. Understanding of good corporate governance
Has experience of applying sound governance principles to decision-making, systems and structures.
4. Highly developed communication skills
Excellent oral and written communication skills. Able to adapt communication and messages to a variety of audiences.
5. Values-based behaviour
Displaying integrity, objectivity, accountability, openness, honesty, and leadership. Instils trust and confidence and behaves in a fair and ethical manner toward others.
6. Strong analytical skills
Ability to analyse and assess information to make effective decisions.
7. Business skills and experience
Demonstrate a proven general management track record in complex organisations. This might be within a corporate business, membership, not-for-profit or sporting organisation.



Additional information

To apply for this role please submit your CV together with a supporting letter highlighting your suitability and interest for this role via our web-based recruitment portal:

<https://welshathletics.peoplehr.net/JobBoard>

Closing date for applications: 16th May 2022

Interviews to be held in Cardiff/Online: TBC

If you would like an informal discussion regarding this role then please contact, in the first instance:

James Williams, Chief Executive James.williams@welshathletics.org

For further information:

Steve Perks, Chair of the Board steve.perks@welshathletics.org

We appoint using an open and transparent system based on current best practice and if you need any assistance in completing your application or require an alternative format, please contact our Head of Corporate Services, Robert Sage:

hr@welshathletics.org or telephone 07864 613635

We are committed to treating Welsh and English language on the basis of equality, so far as we are reasonably able to do so and welcome applications in either language.

Welsh Athletics is committed to equality of opportunity and the formation of a balanced, inclusive and skilled board. We positively encourage applications from suitably qualified and eligible candidates regardless of race, disability, age, sexual orientation, religion or beliefs. Where possible we will always make reasonable adjustments for accessibility to anyone who requires it.

We will not pass your details to third parties. To find out more about how we respect your privacy, please visit our web page '[Privacy, Cookies & Copyright](#)'.

For more [information about us](#) you can download our annual report from our website.