



BASKETBALL ENGLAND

# DIRECTOR APPOINTMENT

BROCHURE

## BASKETBALL ENGLAND CHAIR

# MATT NEVILLE

Thank you for your interest in Basketball England's two available Non-Executive Director posts. Both the organisation and the posts offer a tremendous number of opportunities.

Basketball England is the dynamic, forward-looking National Governing Body for one of the most exciting sports - we are and also the second biggest team sport by participant in the country.

Our board is key to delivery of the organisation's many initiatives, and we are looking for two dynamic Non-Executive Directors - one independent and one elected - who will be able to bring relevant, commercial experience to our board, as well as a passion for supporting and challenging the Executive Team.

It is an exciting as well as challenging time to be joining us. We are working hard to manage the sport's Return to Play following the shutdown, throughout which process the diligence and care we have shown to our members has earned us many plaudits both from within and outside the sport.

As we return to some normality, we have big plans to deliver a major modernisation and transformation programme for the sport which we hope will deliver exciting new experiences for all participants.

We celebrate and enjoy diversity at Basketball England and with so many Black and Ethnic Minority members, we believe strongly in equality and inclusivity and our community. With this in mind, the board is keen to improve its diversity to reflect the communities we serve, and we would especially welcome and encourage Black and Ethnic Minority applicants.



# GET IN THE GAME

It is an exciting and challenging time for Basketball England – and we need bright, committed, talented directors to steer us through the next stage of our development.

Basketball England is the National Governing Body responsible for basketball in England. We are undergoing a major transformation as we work with the basketball community to modernise and innovate our approach, become more inclusive and engaging, and embrace the wider basketball community in the growth of the game.

We are also gearing up for the exciting debut of 3x3 basketball at the 2020 Commonwealth Games in Birmingham, where winning England teams will top of our agenda along with creating a legacy of new and accessible opportunities to play in neighbourhoods across the country.

## **WATCH THE COMMONWEALTH GAMES - TWO YEARS TO GO VIDEO**

We want to continue our evolution and more fully represent our diverse playing base, aiming to look, sound and behave like the game is played on court.

Basketball is one of the most popular team sports in England, attracting players from all backgrounds. We are working to support the basketball community and serve its members. We're engaging more, listening more and adapting more, working more closely with people from all levels of the game. It is an exciting time to be involved in basketball and we need the right people to help us achieve our goals.

The BE board is made up of independent and elected directors. We are looking for one of each.



# OUR GAME PLAN

We love basketball. Our aim is to make it bigger, better, fairer, more inclusive and representative. We are here to help everyone get the most from basketball, whatever the level and role. We want to retain and grow participation with a particular focus on tackling the disparity between male, female participation, coaching and officiating.

In the short term, Basketball England is currently focusing on supporting its membership through the Covid-19 period and ensuring that our clubs and members can return to the sport they love. The pandemic has highlighted how important sport and staying active can be and our organisation has a central role in ensuring sport is accessible for everybody.

## RETURN TO PLAY GRAPHIC

Safeguarding is paramount to ensuring our sport is safe and inclusive. We work closely with the Child Protection in Sport Unit (CPSU) to ensure our safeguarding practices are progressive and that safety is at the forefront of all our decisions as a governing body.

## BLACK LIVES MATTER - GO TO @BBALLENGLAND ON INSTAGRAM FOR MORE

The Black Lives Matter (BLM) movement has highlighted that we - and all in society - must do more to actively oppose racism here in the UK and beyond. Basketball England has a duty to its members to fully adopt this movement and consider our practices across all areas of the game in tackling racism and promoting fairness and equal opportunity for all.

This includes removing the barriers that inhibit better representation at coaching, officiating and administration levels in the game.



# OUR FOCUS

- Retain and grow participation with a particular focus on tackling the disparity between male, female participation, coaching and officiating
- Support the basketball community through Covid-19 utilising our Return to Play guidance
- Continue to promote the Black Lives Matter movement and facilitate better access and practice across all areas of the game as a result.
- Continually improve the welfare and duty of care in support of players and everyone with a role in the game
- Build and develop the infrastructure of clubs, facilities, coaches, officials and volunteers
- Identify and support our talented players so they can aspire to playing for their region and country and fulfil their potential both on and off the court
- Prepare for the 2022 Commonwealth Games in Birmingham following our successes in 2018 at the Gold Coast, whilst creating a legacy of inspiring outdoor courts through local partnerships and community engagement
- Continuously improve the way we govern and develop basketball so we can secure sustainable growth and success, attracting brands/partners to invest and serve the current and future needs of our members
- Continue to build on the strengths of basketball in terms of its dynamic game, diversity, appeal to young people and social impact, including the growth of 3x3 and further diversification of the sport.



# HOW?

- Implementation of our Strategic Plan which sets out our ambitions and targets from 2018-24. [CLICK HERE TO VIEW OUR STRATEGIC PLAN](#)
- Implementation of our Coaching and Officiating plans to develop and support more coaches and officials.
- Implementation of our Talent plan to develop the player pathway, provide support and welfare for players and better regional working.
- Promote the All Girls campaign to attract more women and girls to the sport.
- Work with clubs to create more and better playing and competitive opportunities.
- Work with the outdoor basketball market and informal provision to grow and develop the game.
- Work with other basketball governing bodies to improve the approach for the growth of, and success in, the game nationally and internationally.



# MAKE A DIFFERENCE

Can you help us? Have you got what it takes to be an effective Board member and create the right conditions for the game to thrive?

The Board of Basketball England is seeking to appoint one independent and one elected Director for a period of three years.

We are seeking knowledgeable and suitably experienced people who are enthusiastic about helping Basketball England navigate through this period of change, govern the sport responsibly and assist in developing the right approaches to grow, resource and develop the sport.

While previous board or business experience may be useful, it is not essential. Candidates seeking their first board role who show the commitment and potential to drive change will be considered and supported.

Basketball England is fully committed to equality in terms of opportunity and open access. Basketball England is actively encouraging applicants from diverse backgrounds.

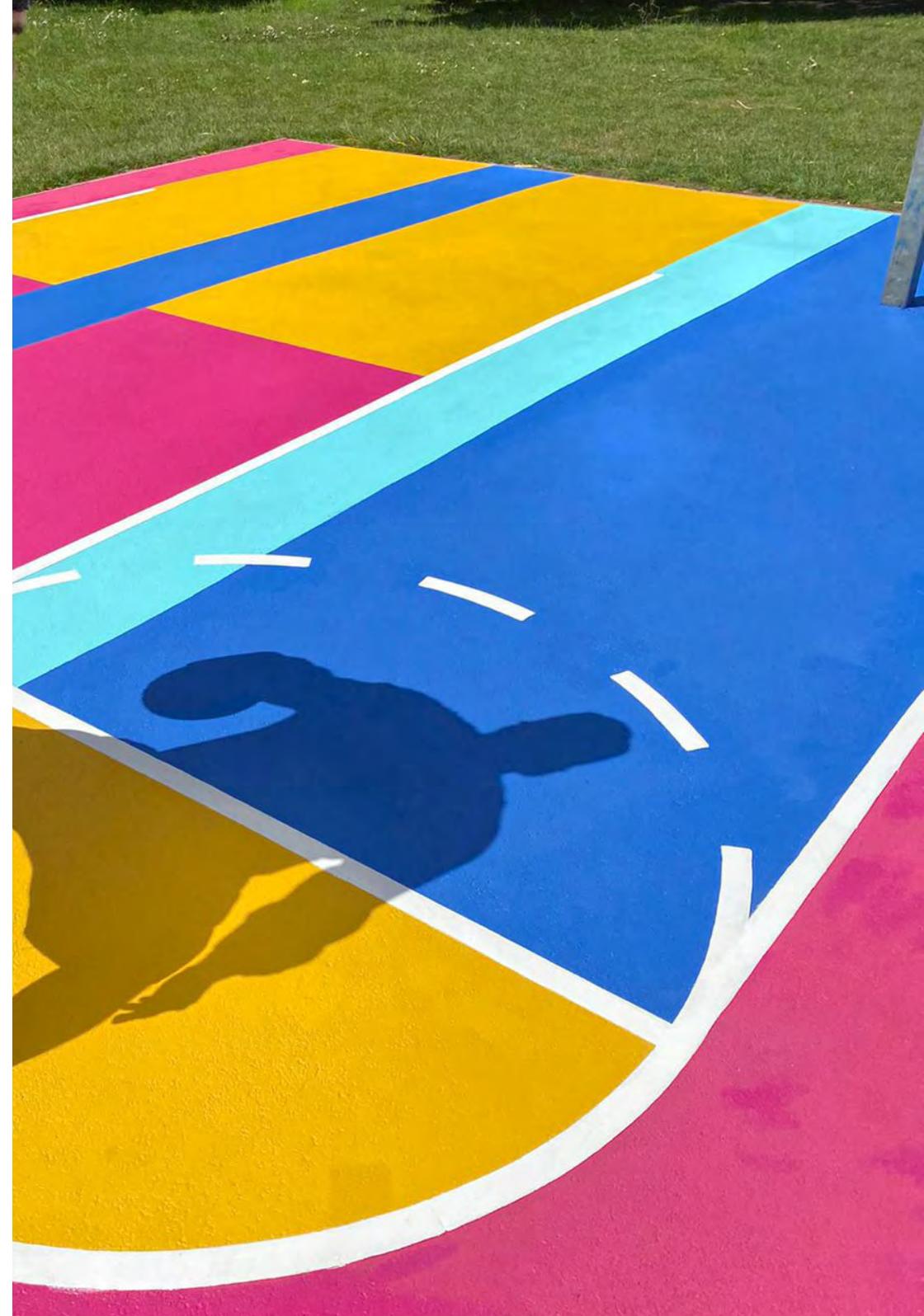
We are using a blind recruitment technique for the independent role so your demographic details will not be available to the short listing panel. You are required to complete our equal opportunities monitoring form.



# INDEPENDENT OR ELECTED?

Independent Directors are free from any close connection to the organisation. A person may still be deemed independent if they play the sport but generally we are looking for people who can provide objective scrutiny through their own current and previous experience from outside the organisation.

Elected Directors are appointed to the board as part of the election process as outlined in our articles of association [HERE](#). Elected Directors are from within our sport and must be appointed through an election process in which our voting members can vote for their preferred candidate. The candidate with the most votes will be appointed an Elected Director for an initial term of three years.



## PERSON

# SPECIFICATION

### SPECIFIC SKILLS REQUIRED ESSENTIAL - E DESIRABLE - D

- Enthusiastic about supporting the goals of Basketball England - E
- Must have the time and capacity to attend all Board meetings and contribute fully to meetings and the decision-making process - E
- Committed to driving the sport forward in a positive direction - E
- Must be willing to undertake assignments as part of a committee and complete appropriate reports to the Board - E
- Financially literate with experience of business operations - D
- Must have the ability to communicate effectively and be committed to equality and inclusivity - E
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- Experience of engagement with local/regional communities and participation - D
- Must have a commitment and passion for driving diversity within the sport - E
- Experience with one or several of the following areas of expertise: - D
  - Commercial
  - Sales
  - Marketing
  - PR and communications
  - E-Commerce
  - Change management
  - Safeguarding/ case management, duty of care



# PRIMARY DUTIES

1. To establish policies, procedures and strategies regarding the governing of Basketball England's operations.
2. To set the strategic direction and priorities for the organisation.
3. To identify and manage risks.
4. To employ, manage and work with the Chief Executive in a strategic manner.
5. To monitor and evaluate organisational achievements.
6. Each Director should apply the level of skill and judgement that may reasonably be expected of a person with his or her knowledge and experience.
7. Directors with special skills and knowledge are expected to apply those skills and knowledge to matters that come before the Board.
8. Directors are not to be deployed to undertake executive roles or be over involved in day to day business. They are required to comply with a Director code of conduct, the UK Governance Code for sport and company law.



# APPLY

## INDEPENDENT DIRECTOR

Interested candidates should submit their CV and covering letter to [RECRUITMENT@BASKETBALLENGLAND.CO.UK](mailto:RECRUITMENT@BASKETBALLENGLAND.CO.UK) before Wednesday 28 October.

## ELECTED DIRECTOR

If you would like to apply for election, then please email your CV to [RECRUITMENT@BASKETBALLENGLAND.CO.UK](mailto:RECRUITMENT@BASKETBALLENGLAND.CO.UK) before Wednesday 28 October. Your application must be signed by a proposer and seconder who must both be Members of the Association. A list of nominations shall be distributed by the Company Secretary to all Full Members alongside the release of the Annual General Meeting notice, and agenda.

Following the application process, we will release details of the voting for Director Elections in which our full members are entitled to vote.





[WWW.BASKETBALLENGLAND.CO.UK](http://WWW.BASKETBALLENGLAND.CO.UK)



**Wilson**



***DYNAMIK***

