Application Pack

Thank you for requesting an application pack for the position of Non- Executive Director at Goalball U.K.

This application pack contains the following documents:

* About goalball
* About Goalball U.K.
* The context of the role
* Job description
* Person specification
* Equality and diversity monitoring form

Closing date: 9am Monday 17th July, 2023

# About goalball

Goalball is a fast paced, action packed, 3 A side indoor game of attack and defence designed for people who are blind or partially sighted.

The non-invasive game is played with an audible ball, on a tactile court with all players wearing blackout eyeshades. The aim of game is to throw the ball (along the floor) into the opposition’s goal while defending your own goal. The team with the most goals win.

At elite level the game is played over two halves of 12 minutes each according to the stop clock, so usually lasting for approximately 50 minutes.

​Goalball was invented in 1946 to help the rehabilitation of blinded war veterans. It was introduced to the [Paralympics](about:blank) in 1976 and is one of the only sports specifically designed for visually impaired (VI) athletes, rather than an adaptation of another sport. ​

# About Goalball U.K.

Goalball U.K. was established in 2010 as a charity with a responsibility to manage, guide and promote the Paralympic sport of goalball.

Designed specifically for people with visual impairments, it is played across the UK by approximately 1,000 people via a network of local clubs and the extraordinary support of volunteers. We are an inclusive sport and consequently allow sighted people to play within our domestic framework.

Goalball U.K. has a core staff team of 11, led by our CEO, and is overseen by an active board of trustees with members from a variety of sports and business backgrounds.

In February 2019 Goalball U.K. launched a 5-year strategy ‘Transforming More Lives’. Our vision is to transform the lives of blind and partially sighted people through goalball.

Vision: To transform the lives of blind and partially sighted people through goalball

Mission: To be world leading in promoting and providing sporting opportunities for blind and partially sighted people and to make goalball a universally recognised sport in the U.K.

Values: Goalball U.K. are driven to transform people’s lives through our sport by:

* Building inclusive partnerships
* Creating safe, exciting opportunities
* Empowering through ownership
* Connecting the goalball family
* Creating positive communities

As an organisation, we are committed to serve our players with passion, act with integrity and to be responsive to our stakeholders. Our pride in working at Goalball U.K must be reflected in our drive for success at all levels.

Obsessions:

* Increase the numbers of players, coaches and volunteers participating in goalball in the U.K.
* Provide players, coaches, officials, and volunteers with a safe, tangible pathway allowing them to develop their talent within a strong domestic framework of competition.
* Increase the awareness of goalball and Goalball U.K. across the United Kingdom and on the international stage.
* Increase funding and resource to support the growth and sustainability of goalball and Goalball U.K.
* Ensure a high performing, well governed, sustainable, and robust organisation that cares for all its members and celebrates the equality and diversity inherent in our sport.
* Continue to develop and grow our U.K. high performance programme, creating world class Great Britain teams.

The main sources of funding that support our work are from Sport England, U.K. Sport and a variety of other trusts, foundations, and donations. We have big ambitions to develop our funding base to further expand the reach of our unique sport.

If you join Goalball U.K., you will work in a progressive, caring, inclusive, charitable organisation that takes pride in truly ‘Transforming People’s Lives’.

We pride ourselves on being bold in our words and actions in supporting the ‘Goalball Family’ on their transformational journeys. We are committed to challenging other inequalities, reducing the barriers to participation, and improving the life chances of all people with a visual impairment (V.I.) who want to play our sport.

It is an exciting time to join Goalball U.K., with the IBSA World Games taking place in Birmingham in August 2023. As hosts, both of our teams have a guaranteed opportunity to play and qualify for Paris 2024. The games also offer us the opportunity to raise the profile of our sport and showcase it across the home nations.

# Context to the Role

## Independent Non-Executive Directors

Goalball U.K. is committed to equal opportunities for all staff and is actively encouraging and seeking interest from minority communities. Applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief, and marriage and civil partnerships.

The board welcomes applications from beyond the sport and goalball community. To be eligible for appointment as an Independent Director, candidates must be free from any close connection to Goalball U.K. (employees) itself and must - from the perspective of an objective outsider - be viewed as independent. A person may still be deemed to be independent even if they are a member of Goalball U.K.  and/or a member of a Goalball U.K. affiliated club.”

Due to some directors coming to the end of their terms, Goalball U.K. is seeking to appoint 3 Independent Non-Executive Directors to its board. Appointments are made for a period of four years, with the possibility of a second four-year term. The positions are unpaid, but reasonable travel expenses are reimbursed.

The role of Non-Executive Director is, with the rest of the board, to constructively challenge and contribute to the development of the Goalball U.K. ’strategy; to review the performance of management in meeting agreed goals and objectives; to support and monitor the Chief Executive’s performance, and to ensure appropriate succession planning.

The board is particularly seeking applicants with a background and skills in sports administration, charitable fundraising, governance/sports governance or law or inclusion. We are particularly interested in hearing from applicants with lived experience of sightloss, people who have never before considered becoming part of a sport board, women, from people from Black, Asian and minority ethnic groups, and people from the LGBTQ+ community.

## Location

Goalball U.K is based at the English Institute of Sport in Sheffield. The board meets four times a year. In addition, Independent Non-Executive Directors may be asked to sit on one of the board committees - typically meeting four times a year. The majority of the meetings are held virtually.

## To apply

Please send a letter of application with an up-to-date CV and confirm that there are no reasons why you may not hold the post of a company director. Please include the name and contact details of two referees (who will not be contacted until after the interview, or before you have been informed in advance of any contact). There is also an equality monitoring questionnaire. This is the final stage of the process, but it is separate from the application. Your answers in this section will not affect the outcome of your application.

Applications should be sent to [mark.winder@goalballuk.com](about:blank).

If you would like an informal, confidential discussion before submitting at application please contact the Chair, John Grosvenor at john.grosvenor@goalballuk or the CEO, Mark Winder at mark.winder@goalballuk.com

The closing date for applications is Monday 17th July, 2023 at 9am.

Shortlisting of applicants will take place on Tuesday 18th July, 2023

Candidates will be invited to a panel interview on Tuesday 25th July, 2023 Venue and time to be confirmed. An alternative date may be offered at the panel’s discretion. Following references and approval by the board, the successful candidate will join the board.

## Eligibility

Goalball U.K. is committed to equal opportunities for all staff and is actively encouraging and seeking interest from people with protected characteristics. Applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief, and marriage and civil partnerships.

The board welcomes applications from within and beyond the sport and goalball community.

# Role Purpose

To provide leadership and strategic direction focusing on the vision, core values and obsessions of Goalball U.K., which is the National Governing Body for goalball with an emphasis on sports administration, charitable fundraising, governance/ sport Governance or Inclusion. We are particularly interested in hearing from applicants with lived experience of sightloss.

# Person Specification

## Essential

* Strong communication skills, and the ability to present own ideas clearly and concisely.
* Time to commit to the role (10 – 12 days p.a.).

## Desirable, but not essential

* We are particularly interested in hearing from applicants with lived experience of sight loss,
* An entrepreneurial and enterprising approach to change management.
* Knowledge of U.K. corporate governance.
* Experience of working within a membership organisation that has made a step-change in its membership numbers.
* Experience within the sector that supports people who are visually impaired or have sight loss.
* Previous experience of high-level committee activity in a commercial board, or a voluntary or charitable organisation or club.
* Awareness and understanding of issues facing sports organisations at domestic and / or international level.
* Previous board experience is not essential, nor is it necessary to be involved in any way with goalball, although a willingness to get to know the sport is. Bringing a perspective on diversity and inclusion in sport is more important, for example, than current knowledge of goalball.
* A background and skills in sports administration, charitable fundraising, governance/sports governance or law or inclusion.

# Responsibilities

In liaison with the board chair, chief executive, and fellow board members:

* Act as a Company Director.
* Act as a Trustee of the sport of goalball, sustaining and developing it for current members and protecting it for future generations of players.
* Monitor progress annually against agreed goals and objectives.
* Review the core values, strategy and vision as and when relevant.
* Effectively support the organisational health and good governance of Goalball U.K..
* Work with the executive team to develop fundraising opportunities.
* Provide support and guidance to the executive team in administering the sport.
* Build effective relationships with external partners as required by the board.
* Undertake training as appropriate and participate in an annual board evaluation process and individual evaluation.
* Attend Goalball U.K. events and meetings as appropriate and act as hosts to partners, sponsors and other stakeholders as required.

The successful candidate will be expected to meet standard board competencies as follows:

* Build effective relationships with the chair, fellow board members and Chief Executive Officer and, where relevant, senior team at Goalball U.K., ensuring all are committed to the common purpose.
* Be capable of expressing, orally and in writing, ideas and information in ways that are appropriate, accurate and concise.
* Listen to all fellow board members, ensuring their views are heard
* Identify opportunities in pursuit of the achievement of Goalball’s vision and strategic goals.
* Follow established principles of U.K corporate governance, including the Code of Sports Governance and Goalball UK’s Code of Conduct.
* Ensure that independent judgement is exercised on issues of strategy, performance, resources, and standards of conduct.
* Understand the purposes of corporate governance and management, the differences and relationships between them, and frameworks for assurance and accountability.
* Empathise with the volunteers who are vital to the running of the sport.
* Upholding your values and commitment to inclusivity, acting as a champion and advocate for diversity.
* Understand and accept the legal duties, responsibilities, and liabilities of being an Independent Director of a not-for-profit organisation.
* Undertake additional opportunities to engage within Board Committee positions.