



Non-Executive  
**Senior Independent Director**

<b>1. Closing date:</b>	<b>6<sup>th</sup> May 2025</b>
<b>2. First Interview date:</b>	<b>June 2025 (flexible, via MS Teams)</b>
<b>3. Second Interview date:</b>	<b>TBC (in-person, London)</b>

# ABOUT GOALBALL UK

**Goalball UK is the National Governing Body for the Paralympic sport of goalball in the UK. There are currently over 30 active clubs in the UK and Goalball UK oversee the sport from grassroots through to the Paralympics**

Goalball is a fast-paced 3-a-side team game where the aim is to score past the opponent by throwing a weighted, bell filled ball toward their goal. Players block the ball with their bodies, and all players wear black out eyeshades to keep vision levels equal.

The game was invented in 1946 to rehabilitate soldiers who had lost their sight in the War, and it has been played over the world ever since. Making its Paralympic debut in 1976, there is no able-bodied equivalent.

We work to promote and provide sporting opportunities to blind and partially sighted people, UK-wide.

[Click to watch](#) our explainer video to learn more about the sport of goalball:



You can learn more about the positive impact we have on people's lives through our [website](#) and our @goalballuk Facebook and Instagram social feeds.

**Goalball is more than a sport, our players also enjoy the community, sense of belonging and friendly competition between clubs.**

## VISION

Engage, grow and lead the development of the goalball community in the UK through inclusive high-quality opportunities

## MISSION

For goalball to empower people who are blind or partially sighted to live and play an active, successful part in an inclusive society

# OUR BOARD

**On behalf of the Board of Goalball UK, I am delighted to introduce this exciting opportunity to join our team as our new Senior Independent Director (SID).**

This is a pivotal role within our governance structure, providing vital independent oversight and challenge as we continue to grow and develop as an organisation.

As our SID, you will play a key role in shaping our strategic direction, ensuring robust governance practices, and safeguarding the interests of Goalball UK and its stakeholders.

We are seeking an individual with a strong commitment to our mission of empowering blind and partially sighted people through sport.

You will bring a wealth of experience in governance, strategic thinking, and leadership, and a genuine passion for promoting inclusivity and excellence in sport.

As Chair, I am committed to fostering a collaborative and supportive Board environment where diverse perspectives are valued and respected. You will have the opportunity to work closely with myself and the Board to ensure that Goalball UK continues to thrive and make a positive impact on the lives of many.

**I am confident that this role will provide a rewarding experience for the right candidate, offering the chance to contribute to the growth of a dynamic and impactful organisation.**

I encourage you to read the accompanying job description and person specification to learn more about this exciting opportunity and to contact me if you have any questions.



**John Grosvenor**  
*Chair of Trustees*

# OUR TEAM

**I am privileged to lead a passionate and dedicated staff team, who are proud and committed to making a positive difference in the lives of blind and partially sighted people.**

We have recently launched our 'Empowering our People' strategy (2025 and beyond). The work we are about to embark upon will build upon the last 15 years of the charity.

The strategy is built on a foundation of listening. We've engaged with our community to understand their needs and aspirations and it is clear there is a desire for more opportunities. That's why we focus on six strategic obsessions:

- **Growing and developing our players:** Providing pathways for participation and excellence at all levels.
- **Growing and developing our workforce:** Investing in the skills and passion of coaches, officials, and volunteers.
- **Providing high-quality experiences:** Creating safe, inclusive, and enjoyable environments for everyone.
- **Creating and developing partnerships:** Collaborating with organisations and individuals who share our vision.
- **Improving our organisational health:** Ensuring we are a sustainable and effective organisation.
- **Raising awareness:** Sharing the inspiring stories of goalball and the incredible people who make it happen.



A handwritten signature in black ink, appearing to read 'Mark Winder'.

**Mark Winder**  
*Chief Executive Officer*

**We are incredibly excited about the future of goalball in the UK.**

The successful applicant to the post of Senior Independent Director will become an integral part of the Goalball UK team – supporting the Board, Senior Leadership Team, staff and volunteers to shape the amazing sport of goalball in the UK.

# JOB DESCRIPTION

- Job title:** Senior Independent Director (Voluntary)
- Location:** Flexible.  
*Whilst a number of meetings are held remotely, we envisage attendance in person at some meetings and events will be necessary, for which expenses can be claimed.*
- Responsible to:** Chair of the Board of Trustees
- Internal relationships:**
- Goalball UK Trustees
  - Goalball UK Staff Team
- Purpose and objectives**
- The Senior Independent Director (SID) will play a crucial role in providing independent oversight and challenge to the Board of Goalball UK.
  - Acting as a sounding board for the Chair, the SID will ensure effective governance whilst safeguarding the interests of Goalball UK.

## Key responsibilities:

- 1 Provide independent perspective and challenge: Offer objective and constructive input on strategic decisions, risk management, and organisational performance.
- 2 Support the Chair: Act as a critical friend and advisor to the Chair, providing guidance and feedback on the effectiveness and leadership of the Board.
- 3 Lead the performance evaluation of the Chair: Facilitate the annual assessment of the Chair's performance, ensuring a robust and transparent process.
- 4 Chair Board committees (as required): Lead specific Board committees, depending on knowledge, skills and understanding, ensuring effective functioning and compliance.
- 5 Deputise for the Chair: Represent the Chair in their absence and fulfil their duties as required.
- 6 Champion good governance: Promote high standards of governance and ethical conduct throughout the organisation.
- 7 Safeguard stakeholder interests: Ensure that the Board considers the interests of all stakeholders, including players, members, staff, and funders.
- 8 Contribute to Board development: Participate in Board training and development activities to enhance collective effectiveness.

# PERSON SPECIFICATION

## Essential:

<b>Independence:</b>	Demonstrable independence from Goalball UK, with no conflicts of interest that could impair objective judgment.
<b>Board experience:</b>	Proven experience as a Non-Executive Director or Trustee, ideally within the sports sector or a related field.
<b>Governance understanding:</b>	Comprehensive knowledge of good governance principles and practices.
<b>Strategic thinking:</b>	Ability to think strategically and contribute to the development of long-term organisational goals.
<b>Leadership skills:</b>	Experience of leading and influencing others, with the ability to chair meetings and facilitate discussions effectively.
<b>Interpersonal skills:</b>	Excellent communication and interpersonal skills, with the ability to build relationships and work collaboratively with diverse stakeholders.
<b>Commitment:</b>	A genuine interest in and commitment to the mission and values of Goalball UK.

## Desirable:

<b>Financial literacy:</b>	Understanding of financial statements and key performance indicators.
<b>Knowledge of sport:</b>	Familiarity with the challenges and opportunities facing disability sports within a high-performance environment.
<b>Working with volunteers:</b>	Understanding of the contribution and importance of volunteers within a sporting organisation.
<b>Marketing/Communications:</b>	A strategic thinker with experience in developing and executing marketing campaigns.
<b>Environmental:</b>	Experienced in promoting and guiding on environmental matters; with an understanding of how to integrate environmental, social and economic considerations.
<b>Lived experience:</b>	Having personal experience to support and increase the boards understanding, providing an authentic voice.

## Anticipated time commitment:

- Attendance at approximately four Board meetings per year (both in-person and remote).
- Attendance at relevant committee and sub-committee meetings.
- Attendance at other events as agreed.
- Sufficient time for the review, comment and as necessary preparation of Board papers.
- Lead on the performance evaluation and annual assessment of the Chair.

## Remuneration:

- The post of Senior Independent Director is one of *trusteeship* and is voluntary.
- Appropriate out of pocket expenses will be made.

# OUR VALUES

We are committed to equality of opportunity and building a diverse team. As part of this commitment, we encourage applications from individuals regardless of age, disability, ethnicity, sex, sexual orientation and cultural or social background.

Our strategic obsessions are to:

- **Grow and develop our players**
- **Grow and develop our workforce**
- **Provide high-quality experiences**
- **Create and develop partnerships**
- **Improve our organisational health**
- **Raise awareness of the sport of goalball.**

# NEXT STEPS

We encourage enquiries and questions about the role before making an application.

Such contact should, in the first instance, be addressed by email to John Grosvenor, Chair of Trustees, at [john.grosvenor@goalballuk.com](mailto:john.grosvenor@goalballuk.com)

*All enquiries will be treated in confidence.*

To make an application you must complete an application form ([download here](#)).

Return completed application forms, with a copy of your current CV and any supporting statements that you wish to include to Andrew Crawford at [andy@crawfordhr.com](mailto:andy@crawfordhr.com) before noon, 6<sup>th</sup> May 2025.

**If you require adjustments making at any stage or to any aspect of this application process, please make us aware.**

Initial interviews will be conducted via MS Teams with final interviews held 'in-person' in London.

