



Candidate Information Pack

CHAIR
Goalball UK

Closes to applications: **10th April 2026 at Midday**

ABOUT GOALBALL UK

Goalball is a unique, fast-paced 3-a-side game team game for blind and partially sighted people which is played all over the world. Importantly, Goalball is more than a sport. Goalball empowers people to live and play an active, successful part in an inclusive society. Goalball transforms lives.

Goalball UK (GUK) is the National Governing Body (NGB) of sport for goalball in the UK with funding and income of circa £1million pa. We're a membership organisation responsible for over 30 clubs and 400 members with ambitions for growth in all aspects of our operations including membership, funding, performance and empowering our people.

As an NGB, we're tasked with governing and developing goalball at the grassroots through to the elite level. This includes providing participation opportunities at the community level and managing the talent development pathway including the training and selection of athletes and teams representing Great Britain.

The impact of goalball extends way beyond sport, our players also enjoy the community, sense of belonging and friendly yet competitive competition between clubs.

You can learn more about goalball and GUK by visiting our website www.goalballuk.com and [LinkedIn](#) page and checking our social feeds on [Facebook](#) and [Instagram](#) @goalballuk.

ABOUT THE ROLE

We have an exciting opportunity to join our team as our new Chair.

This is a pivotal role within our governance structure and the future development of the sport. It's focused on providing leadership and strategic direction to the Board, enabling it to effectively fulfil its responsibilities for the overall purpose, vision, governance, strategic direction and performance of GUK. The Chair will bring a wealth of experience and a collaborative and supportive approach to ensure Goalball UK continues to thrive, grow and make a positive impact on the lives of blind and partially sighted people.

Our '[Empowering People Strategy](#)' sets out our six strategic obsessions which will be a key focus for the successful Chair.

This role will provide a rewarding experience for the right candidate, offering the chance to lead and steer the direction of our dynamic and impactful organisation and passionate and dedicated executive team.

We encourage you to read this job description and person specification to learn more about this exciting opportunity and if you have any questions or would value a conversation before submitting an application don't hesitate to be in touch our current CEO and outgoing chair:

Chief Executive Officer:
Mark Winder
mark.winder@goalballuk.com

Chair (Outgoing):
John Grosvenor
john.grosvenor@goalballuk.com

ROLE DESCRIPTION

Position: Chair

Location: Flexible (UK Wide)

There will be the need for attendance in person at some meetings, competitions and events across the UK

Key relationships:

Internal:

- GUK Senior Independent Director and Trustees
- GUK CEO and executive team
- GUK Committees

External:

- UK Sport, Sport England and other funding bodies
- Sport and Recreation Alliance
- British Blind Sport
- Activity Alliance
- Other NGB Chairs
- Sponsors and donors
- Paralympics GB
- International Blind Sports Association (goalball committee)
- Sport and physical activity and sight loss sector partners and stakeholders

Purpose of the role:

- To ensure effective and ethical governance, safeguard and promote the interests of GUK
- Provide leadership and strategic direction to the Board, enabling it to effectively fulfil its responsibilities for the overall purpose, vision, governance, strategic direction, sustainability and performance of GUK
- Provide direction, oversight, constructive challenge and support to the CEO, executive team and Board at GUK

Time commitment:

The role requires a time commitment of between 3-5 days a month including time during weekdays and some weekends. The number of days will fluctuate depending on the season, funding and reporting cycles, events calendars and overall needs of the GUK

This time commitment includes preparing for and chairing formal Board meetings and Board committees, having visibility at domestic and international events, having regular contact with the CEO and Director of Finance and regularly attending various stakeholder meetings

Remuneration:

This is a voluntary role

All reasonable expenses incurred in connection with the role will be reimbursed

Term of appointment:

An initial term of 4-years with the possibility of a 4-year extension if re-elected

Key responsibilities:

1. Strategic leadership and vision

- Lead the Board in the development, review and implementation of GUK's vision, mission and long-term strategic plan in partnership with the executive team and key stakeholders, particularly Sport England and UK Sport
- Ensure the organisation remains focused on achieving its strategic obsessions including promoting the sport and meeting the needs of its membership and funders
- Oversee and support the sustainable growth of GUK's operations
- Act as a trusted advisor, sounding board and partner to the CEO, providing support while holding them accountable for operational delivery against the strategy and associated KPIs. The CEO reports to the Chair with a clear understanding of the accountabilities and boundaries for their respective roles including governance and operations
- Foster a collaborative, inclusive, positive and supportive culture across the organisation
- Lead and support the organisation to successfully navigate the political and financial landscape of the sport and physical activity sector

2. Governance and compliance

- Uphold the highest standards of corporate governance, ethics, and probity within GUK
- Ensure that GUK adheres to its Articles of Association, legal, financial and regulatory requirements, the Code of Sport Governance and commitments to funding bodies
- Oversee the establishment and maintenance of robust risk management frameworks and internal controls
- Ensure the Board has appropriate oversight and understanding of financial and risk management through the appropriate Board committees
- Champion GUK's commitment to equality, diversity and inclusion, safeguarding and athlete welfare so that these issues remain at the heart of all GUK's work
- Ensure critical policies and contingency plans are in place, adhered to, and regularly reviewed

3. Board operation and effectiveness

- Plan, set the agenda for, and chair Board meetings to ensure that all important business is covered efficiently, effectively, and in a climate of constructive debate and challenge
- Ensure all Directors have a reasonable opportunity to air their views and that decisions are clear, recorded and implemented
- Lead the process for Board evaluation (Board as a whole, committees, and individual directors)
- Interpret and interrogate GUK's annual accounts, budgets and control mechanisms
- Oversee and support the implementation of effective succession planning
- Foster a positive and inclusive Board culture where different perspectives are welcomed, and conflicts of interest are managed transparently
- Undertake regular reviews of the performance of the CEO and Board members including setting clear development objectives and encouraging development opportunities

4. Stakeholder engagement and advocacy

- Drive awareness of and advocate for goalball and the work of GUK
- Act as an ambassador, representative and spokesperson for GUK

- Broker, build, manage and influence relationships with key external stakeholders, including government bodies, funding agencies, other NGBs, partners, sponsors and stakeholders

PERSON SPECIFICATION

SKILLS:
Strategic leadership skills: Exceptional proven strategic leadership skills including the ability to steer the direction of an organisation, identify organisational priorities, inspire confidence, lead a diverse board and delegate efficiently
Financial literacy: Highly developed financial literacy skills and oversight including the ability to interpret accounts, scrutinise budgets, oversee controls and support financial sustainability within resource constrained organisations
Strong business acumen: Sound decision making and analytical skills, and experience of resource allocation, sustainability and contingency planning, risk and growth management (including income generation) and people management
Excellent interpersonal and relationship management skills: The ability to communicate and negotiate efficiently and effectively, and build high-trust, transparent, supportive relationships with Board members, internal teams, external partners and athletes. The ability to respect the boundaries between the work of the executive and the Board
An understanding of sport: A high-level understanding of the sport and physical activity landscape including the systems, partners, political and funding environment that impacts on it (desirable)
EXPERIENCE:
Previous experience as a non-executive Chair, Vice-Chair of Senior Independent Director of a Board (ideally of a membership-based organisation) including practical experience of setting agendas, chairing meetings and overseeing committees
Strong and effective governance: An excellent understanding and experience of embedding ethical governance and safe, effective practices within an organisational context, ideally including a sound understanding of the Code for Sports Governance. Experience of policy making and the ability to work with integrity
Inclusive, safe practices: A proven commitment to and experience of embedding good practice in relation to equality, diversity and inclusion, safeguarding and wellbeing in an organisational context
Impartiality: A proven track record of acting independently and impartially, making objective decisions based on facts and sound judgment
Ambassador and advocate: Experience of confidently acting as an ambassador and influential advocate for an organisation and its membership (desirable)
ATTRIBUTES:
Time and willingness: The ability to dedicate the required quality time commitment and willingness to travel to meetings and events
Organisational commitment: A commitment to Goalball UK's vision, mission, values and obsessions and maximising the wider social impact of goalball
Passionate: Passionate about sport and physical activity and the wider impact it can have on blind and partially sighted people.
An understanding of sport: A high-level understanding of the sport and physical activity landscape including the systems, partners, political and funding environment that impacts on it (desirable).
An understanding, or lived experience of, the challenges and barriers facing blind and partially sighted people and a desire to use sport to enhance people's lives.

HOW TO APPLY

WHAT YOU NEED TO SUBMIT

- A completed application form, [available here](#).
- A comprehensive and upto date CV (no more than 2 pages in length)

TIMELINE FOR MAKING AN APPLICATION

If you have any questions, or if you would value a conversation before submitting an application, please be in touch with our current Chief Executive Officer and/or our outgoing Chair:

- Mark Winder, Chief Executive Officer, mark.winder@goalballuk.com
- John Grosvenor, Chair, john.grosvenor@goalballuk.com

Completed applications should be sent by email to andy@crawfordhr.com before Midday on 10th April 2026. Incomplete applications will not be considered.

Interviews are scheduled to take place at our office at the [English Institute of Sport in Sheffield](#) on 28th April 2026.

IMPORTANT INFORMATION

Adjustments:

Let us know if you require adjustments making at any stage or to any aspect of this process or provide us with any information that you feel relevant whilst we consider your application

If you are selected for interview, we will ask if you have any access needs or if you require any reasonable adjustments to be made for the interview. Be assured that we will be supportive in discussing reasonable adjustments at all stages of the recruitment process

Entitlement to work in the UK:

Any offer will be conditional on you demonstrating the right to live and work within the UK as required by the Immigration Asylum and Nationality Act 2006. You will be asked to provide evidence of your entitlement should an offer be made

Experience, Skills, and Abilities:

The person specification lists minimum requirements for this post. When shortlisting, the recruitment panel will only consider information that is written on your application form and assess this information against the person specification. Where CVs are submitted these will not be used to make shortlisting decisions

References:

Any offer will be conditional subject to receipt of satisfactory references. We reserve the right to withdraw a conditional offer based on the references that we receive. It is important that both referees are able to comment on your suitability to the role

Criminal Convictions/Disclosure & Barring Service (DBS):

The nature of this role means that it is exempt from Section 4(2) of the Rehabilitation of Offenders Act 1974 and anyone who applies to hold a role with us will need to disclose details of unspent convictions. Whilst having a criminal record does not automatically bar you from holding office this will depend on the role and the nature of the conviction. Offers are conditional on a satisfactory enhanced disclosure from the Disclosure & Barring Service (DBS)

Data Protection:

The information you provide will be held in confidence. We process information in line with our Privacy Policy and if you are successful in your application the information we hold will be used to administer your appointment with us. By making an application, we assume that you agree to the processing of your data in accordance with our Privacy Policy

Equality, Diversity, and Inclusion:

Goalball UK's commitment to equality, diversity and inclusion is to confront and eliminate discrimination whether by reason of age, gender, gender assignment, sexual orientation, marital status or civil partnership, race, nationality, ethnicity (race), religion, ability or disability, pregnancy or maternity and to encourage equal opportunities

