

# Role Description

## GB Hockey Independent Director



### Introduction

Great Britain Hockey Limited (GBHL) is a membership organisation comprising the three home nations (HNs) of England, Scotland and Wales and is the body responsible for ensuring delivery of Great Britain's success at the Olympic Games. The Board operates under the Great Britain Framework Agreement that the HNs reviewed and signed in 2025. The Framework's main function is to provide GB Primacy that puts the athlete at its heart to ensure that administrators and performance staff provide all GB athletes with the best possible chance of success at the highest level in hockey – the Olympic stage.

In order to fulfil its responsibilities, every four years GBHL appoints a "Nominated Country" (NC) from the 3 HNs to whom it delegates complete responsibility to lead both the business and performance activity of GBHL and to ensure GB Primacy. The "Non Nominated Countries" (NNCs) have committed to assist the NC in the performance of its obligations and to ensure GB Primacy.

As much of GBHL's work is delegated to the *Nominated Country*, the role of the GBHL Board is thus to:

- Toward the end of an Olympic cycle, call for applications for NC status and review and appoint the NC for the following Olympic cycle.
- Annually undertake a formal review of the performance of each home nation but particularly the NC and their delivery of the GB Performance Plan.
- Protect GB Primacy at all times and manage the relationships between the three HNs.
- Fulfil GBHL statutory obligations
- Undertake an Olympic cycle and Performance review.

GBHL's vision is: *Securing sustainable Olympic Games podium success.*

The key priorities for GBHL are:

1. Monitoring / checking and challenging the NC and NNCs on the delivery of their performance plans:
  - Ensuring they are delivering against the Framework Agreement and
  - Ensuring the performance plans are aligned in the GB performance plan
2. Ensuring there are effective talent development and coach development plans for and across GB.
3. Effective communication:
  - Advocating GB primacy through the Home Nation representative on the GBHL Board
  - Developing an effective route to hear the athlete and coach voice
  - Facilitating effective relationships across GB
4. Identifying, monitoring and managing key risks in relation to GB achieving its vision.

GBHL is looking to appoint an Independent Director with a specific focus on elite performance and whose additional responsibilities include:

- To attend board meetings of GBHL (3 to 4 per year).
- To contribute to ensuring that GBHL meets its obligations under the Business and Performance Framework Agreement <https://www.greatbritainhockey.co.uk/about-us/how-gb-hockey-works>.
- To ensure that the activities of the HNs are compliant with the Framework Agreement.
- To review the performance reports of the three HNs and in particular the NC's progress against plan and take an independent view of the report, challenge where appropriate and report accordingly to GBHL Board.
- To attend HN board meetings once a year as requested by the GBHL President.

- To attend any other relevant meetings as requested by the GBHL President and/or GBHL Board.
- To participate in the post-Olympic Games review and liaise with the appointed independent consultant as necessary.
- To represent GBHL at the behest of the GB President at certain events including matches and tournaments where GB is competing.
- Chair the GB Performance Group meetings attended by the PD's of each HN before each GB board meeting.
- Attend the NC Performance Advisory Group for the NC.

The Independent Director must not be a member of the management board, trustee, President (or equivalent) or an employee of any NA following appointment to the Board.

With a particular focus on our performance objectives, we are looking for expertise to support our international success ambitions. The ideal candidate will bring experience of working with team sports (not necessarily hockey) and expertise in developing elite talent to perform at the highest level when it matters.

We are seeking an individual who can support us in the delivery of our performance ambition to achieve systemic international success.

The successful applicant will be able to demonstrate all of the following:

- Knowledge and understanding of the complexities of elite sporting environments including the Great Britain sporting landscape.
- Experience in a leadership role within qualification for and delivery at an Olympics.
- Current experience of providing oversight and strategic guidance within team sports, with a focus on high-performance goals and international success.
- Experience of providing constructive challenge, monitoring key performance indicators, and providing insight into how to improve results in elite sport.
- The ability to dedicate time in, as well as outside, the boardroom to enable the support of a small team in delivering our objective of inspirational international success.
- Experience of operating in a leadership capacity with an understanding of Committee and Board protocols.
- The ability to demonstrate sound business ethics; showing consistency with principles, values and behaviour.
- The courage to disagree, probe and challenge dispassionately and without creating conflict; upholding the highest standards of probity
- Be a strong communicator with excellent interpersonal skills who is able to build trust and nurture strong relationships.
- Be open to personal feedback and constantly seek to improve the individual contributions and overall effectiveness of the Board.
- A passion for sport and a drive and determination to achieve results.

It is desirable that the successful applicant have one or more of the following:

- Previous Board NED experience.
- Knowledge and understanding of the international sporting landscape and awareness of the personalities and political workings of all Hockey's international stakeholders.
- A working knowledge of coaching, sports science and medicine support for elite athletes.
- Knowledge and sound understanding of good governance and the complexities applicable to publicly funded organisations.

**Time Commitment**

This is a four-year appointment, and the duties require approximately 7 -10 days per annum, though this is likely to be more in the fourth year of the Olympic cycle. Some travel may be required to events especially when GB is playing in the UK.

This is a voluntary non-executive director position and out of pocket expenses will be covered by GB Hockey.

**To Apply:**

To apply in confidence please send your Curriculum Vitae and a covering letter to the Head of People by email at [HR@englandhockey.co.uk](mailto:HR@englandhockey.co.uk).

The closing date for applications is 8<sup>th</sup> June 2026

Interviews will be held w/c 15<sup>th</sup> June via MS Teams.

If you would like a brief conversation with our GB President please contact [HR@englandhockey.co.uk](mailto:HR@englandhockey.co.uk).