

# 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 signed in 2006. 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.

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

GBHL is required to appoint two Independent Directors whose 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 Business and Performance Framework Agreement.
- To review the annual 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.

The Independent Directors must not be members of the management board, trustees, Presidents (or equivalent) or employees of any NA following appointment to the Board.

**Key skills, knowledge, experience and qualities required:**

**Knowledge and Experience**

- A strong understanding of the British sporting landscape, including the 'political' environment
- Knowledge of team sport at a national / international level or expertise/knowledge in a strategic, governance or legal background
- Previous Board NED experience

**Skills and qualities**

- The ability to build relationships and influence without authority.
- A constructive and diplomatic style that promotes a culture of integrity, respect and a collegiate approach.
- Demonstrates robust preparation and the willingness to commit the time necessary to effectively deliver Board responsibilities.
- Is open to personal feedback and constantly seeks to improve the individual contributions and overall effectiveness of the Board.
- Demonstrates sound business ethics; shows consistency with principles, values and behaviour.
- Exhibits the courage to disagree, probe and challenge dispassionately and without creating conflict; upholds the highest standards of probity

Following undertaking a skills audit, GBHL is particularly interested in meeting candidates who have either experience of working in a strategic, legal or senior governance capacity or involvement in elite sport at the highest level (Olympic level).

**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 Michele Townsend by email at [HR@englandhockey.co.uk](mailto:HR@englandhockey.co.uk).

The closing date for applications is 5 April 2023.

Interviews will be on 20 April 2023.