



BaseballSoftballUK

Role Pack – Independent Director, Non-Executive

August 2023



Independent Director, Non-Executive

BaseballSoftballUK is seeking Independent Directors for its Board. These are voluntary positions with the remit to help form and influence the strategic direction of the organisation.

We value a diversity of background, thought and perspective on our board and staff team. We would particularly encourage applications from women and ethnic minorities.

Skills and Experience

As a growing sports development and performance business with a need to develop our external profile, BaseballSoftballUK would be keen to hear from anyone interested in the role who has skills that would be valuable in enabling us on this growth trajectory through contribution at Board level. However, skills and/or experience in one or more of the areas below would be desirable:

- Audit and accounting
- Legal / Contracts
- Club Development
- Safeguarding Children and Adults at risk
- Equality, Diversity and Inclusion
- Volunteer Management
- Performance – experience in High-performance sport

Other key competencies:

- A high level of objectivity and independent judgement.
- A high level of integrity and probity.
- The ability to think and act strategically.
- A broad understanding of financial management.
- An ability to work in partnership.
- A demonstrable commitment to equity and equal opportunities, and an inclusive leadership style
- The ability to communicate concisely and effectively.
- Experience at a senior level in a strategic capacity.
- Acknowledgment of legal obligations, responsibilities, and liabilities as an Independent Director of a non-profit organisation.
- Exceptional interpersonal, leadership, and influence skills, with the ability to effectively communicate across diverse stakeholders.
- Proficiency in building transparent relationships with key partners.
- Understanding of corporate governance, management, and their distinct roles, as well as frameworks for accountability.
- Determination and ambition to enhance the organisation and advance baseball and softball.
- Empathy and recognition of the valuable role volunteers play in sports operations.
- Experience in public speaking and media interactions.



Skills and Experience – High Performance Specific

With inclusion of baseball/softball in Tokyo 2020 and anticipated inclusion in Los Angeles 2028, baseball and softball are now funded by UK Sport. Our goal is to qualify both teams for LA and to be medal zone in softball.

We seek a director to offer guidance and advisory support to the Board and Executive on matters related to performance and talent development.

- Provide expert insights to the executive team in shaping BSUK's strategic direction concerning performance and talent development, acting as the bridge between the Board and Executive as agreed upon.
- Chair occasional performance-related panels, groups, or committees as designated by the Board, such as selection and appeals panels.
- Strong passion for and deep understanding of performance sport (and not necessarily baseball and / or softball).
- Substantial practical experience as an elite athlete, performance coach or performance practitioner, within elite-level sports.
- Thorough comprehension of international sports governance, politics, and culture.
- Previous engagement in world-class sporting environments.
- Demonstrated track record of fostering excellence and achieving success within elite sports.
- Significant hands-on experience as a leader and strategic thinker within sport.
- Strong, evident commitment to equality, diversity, and inclusion.
- Understanding the UK Sport Investment Structure.

About BaseballSoftballUK

Since 2000, BaseballSoftballUK has provided services to the sports' governing bodies with the aim of developing and increasing levels of participation, skill and achievement in UK baseball and softball. BSUK is the Accountable Body to UK Sport for both baseball and softball. In 2021, we formed a new Performance Department, led by our Head of Performance Gary Anderson.

Established as a not-for-profit organisation, BaseballSoftballUK is committed to developing greater reach and participation levels in baseball and softball and a laser focused performance programme. All monies raised are re-invested into achieving these aims.

The Board

BaseballSoftballUK is a company limited by guarantee. The Company has been incorporated since 2007. Our Board comprises up to 12 people, selected for their skills and ability to lead the organisation. Two of these directors are recruited from the Membership and the others are either Independent Non-Executive Directors (including the Chair) or Ex-Officio Directors.

The Board meets formally four to six times each year, mostly during the early midweek evening, but occasionally on the weekends. The Board has several sub-committees that meet at least quarterly, including the Finance Committee, the Governance Committee, the Nominations Committee, the Remuneration Committee and the Development, Marketing and Commercial Committee. Board Directors are asked to join at least one subcommittee, which would be agreed with you on appointment.

Directors can serve up to three two-year terms. Time commitment is approximately two days per month (evenings and weekends). This includes attendance at Board meetings and participation in at least one of the Board sub-committees. Meetings are held either online (in the current climate) or at the BaseballSoftballUK office in London (Borough, SE1 4YB) or Farnham Park (SL2 3BP) and arrangements are made for those only able to join by video. Expenses will be paid in accordance with BaseballSoftballUK's expense policy.

We value a diversity of background, thought and perspective on our board and staff team and are committed to ensuring an inclusive board environment. We do this by actively balancing skills, knowledge, perspectives, professional and lived experience, thinking styles, gender and ethnicity. We would particularly encourage applications from women, those from ethnically diverse backgrounds and people with disabilities.

How to Apply

As part of our efforts to address bias, we do not accept CVs or covering letters. Applications should be made online by clicking [here](#).

You will be asked to volunteer information about your background and education to help us evaluate the effectiveness of our role recruitment reach. This information is anonymous and not a requirement. Within the application, you will be asked to provide a personal statement, your employment history and relevant experience.

For more information or a conversation about the undertaking of joining our Board, please contact Erica Barrett on erica.barrett@bsuk.com.

Key Dates

The deadline for applications will be 11:45pm on Monday 18 September 2023.

