



Non-Executive Independent Director (Safeguarding)

BaseballSoftballUK is seeking to appoint a Non-Executive Independent Director (Safeguarding) to join its Board. This voluntary role will provide strategic leadership and Board oversight of Safeguarding, helping to ensure the organisation maintains a strong culture of safety and wellbeing while contributing to the overall strategic direction and governance of BaseballSoftballUK.

Requirements of role

We seek a NED to offer guidance and advisory support to the Board and BSUK Executive on matters related to safeguarding. This volunteer role requires extensive safeguarding expertise, preferably with recognised qualifications, and a commitment to promoting safe and inclusive practices. Working closely with the chair, CEO and safeguarding lead within BSUK, the board champion should:

- be a strong advocate for creating a safer culture and encouraging change
- be available to listen to staff, volunteers and members; challenge any poor practice and learn from case reviews to strive for improvement
- take responsibility for reviewing the safeguarding risk register ensuring that it is current
- be responsible for monitoring the progress of the safeguarding implementation plan, bringing any areas of concern to the attention of the rest of the board members
- ensure that policies and procedures are reviewed and brought to the board for adoption as required
- maintain regular contact with the CEO and safeguarding lead, to provide support and keep up to date with progress and areas of concern
- seek to identify further training opportunities for you and board members to continue to develop your collective safeguarding knowledge
- support the chair and other board members with their knowledge and understanding of safeguarding children and adults by encouraging questions and dialogue
- work with the BSUK team to prepare in advance safeguarding papers and reports as required by the board
- present, lead discussion and engage others in conversations at board meetings about the organisation's safeguarding priorities
- attend meetings, and events to meet stakeholders and better understand the organisation
- be a point of contact for staff and volunteers should someone wish to make a safeguarding complaint directly to the board
- be part of the communications team in the event of a serious incident

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 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.

About BaseballSoftballUK

Since 2000, BaseballSoftballUK has provided services to the sports' governing bodies (British Baseball Federation and British Softball Federation) with the aim of developing and increasing levels of participation, skill and achievement in UK baseball and softball. BSUK receives funding and is the accountable body to Sport England and UK Sport for both baseball and softball.

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.

BaseballSoftballUK, the British Baseball Federation, and the British Softball Federation are currently undertaking a project working towards a closer alignment and a potential single organisation. One of the first results of this will be a single shared process across all three bodies, managed by the staff of the agency.

The Board

BaseballSoftballUK is a company limited by guarantee. The Company has been incorporated since 2007. Our Board can comprise up to 12 people, selected for their skills and ability to lead the organisation. Four of these directors are appointed by the BBF and BSF, 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 and Audit Committee, the Governance and Risk Committee, and the People and Nominations Committee. The NED would be asked to join the Governance and Risk Committee.

Directors can serve up to three two-year terms. Time commitment is approximately one-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 usually held online, with at least one in-person event per year. Expenses will be paid in accordance with BaseballSoftballUK's expense policy.



We value diversity of background, experience, thought and perspective across our Board and staff team. We particularly encourage applications from women, people from ethnically diverse backgrounds, disabled people and others who are currently underrepresented in sports governance.

How to Apply

Please provide a covering letter, outlining how you would achieve success in the role, together with an up-to-date CV. All applications should be sent to Rachel.clarke@bsuk.com, stating the role in the subject line. Please also email if you wish for more information or if you wish for a conversation about joining the Board, prior to applying

Key Dates

The deadline for applications is 21st August. Interviews are currently planned for w/c 7th September