



Senior Independent Director (SID) and Independent Non-Executive Director (INED)

Brief and Role Descriptions



OVERVIEW OF BRITISH SWIMMING

British Swimming is the Governing Body for Swimming, Para-Swimming, Diving, Artistic Swimming, Water Polo, High Diving and Open Water (Marathon Swimming) in Great Britain. It is responsible internationally for the high performance representation of the sport and is a member of Ligue Europeenne de Natation (LEN) the Continental Governing Body for aquatics in Europe and World Aquatics, the World Governing Body for aquatics. British Swimming seeks to enable its athletes to achieve gold medal success at the Olympic and Paralympic Games, World and Continental Championships.

The members of British Swimming are the three Home Nation Associations of England (Swim England), Scotland (Scottish Swimming) and Wales (Swim Wales).

The British Swimming Board is made up of 12 Board Members, including the Chair, the British Swimming CEO, the Athlete Representative, x4 Independent Non-Executive Directors (one of whom is Senior Independent Director) and x5 representatives from the Home Nation Associations namely; x3 Directors from England, x1 Director from Scotland and x1 Director from Wales.



**WORLD
AQUATICS**

World Class Performance

Swimming

The swimming team won 5 medals (1 gold, 1 silver and 3 bronze) at the World Championships, all in Olympic events. This was despite missing key Olympic Gold medallists (Adam Peaty, Duncan Scott & Kathleen Dawson) due to injury and illness. Two medals were achieved in relay events (Men's 4x200 Freestyle & Men's 4x100 Medley), with further 4th place finishes in the Mixed 4x100 Medley & Men's 4x100 Freestyle, highlighting the success of our relay strategy in providing a platform for World & Olympic medals.

Para-Swimming

The Para Swimming team won 38 medals at the World Championships (17 gold, 13 silver and 8 bronze), finishing in 4th place on the medal table. This included 31 medals in Paris 2024 events (14 gold, 10 silver and 7 bronze). The performance of the team was underpinned by World Records from Tully Kearney (Women's 50, 100 & 200 Freestyle S5), Ellie Challis (Women's 50 Breaststroke SB2) and the mixed 4x100m Medley S14 relay team. The team achieved 3 relay medals in total (2 Gold in S14 relays), including a medal in a visually impaired relay (Bronze in Mixed 4x100m Freestyle 49pts) for the first time in 20 years.

Diving

Diving won 6 medals (3 Silver, 3 Bronze) at the World Championships and finished 2nd on the medal table behind China. 3 out of 6 medals (2 silver, 1 bronze) were won in Olympic events, including first World level medals for Anthony Harding and Noah Williams.

Artistic Swimming

10 Artistic swimmers competed at the World Championships. Kate Shortman finished 7th in the in the Solo Technical final with a personal best score of 85.1632. The combination Team final featured all 10 swimmers, who improved from the preliminary score to finish in 6th place overall.

International Influence

British Swimming has continued to build its international profile and the aim towards Paris 2024 is to ensure the continued success of the work undertaken by our delegates, international technical officials and classifiers. International Influence is key to the success of British Swimming and having people in positions of influence can make positive impact on aquatics and can ensure British Swimming has the opportunity to tackle issues high on its own agenda such as the Olympic/Paralympic Programme and good governance.

Staging Events

British Swimming's Major Events Strategy sets out ambitions for international events which we have identified that we want to host in line with both performance and commercial objectives. All of the events we deliver, both domestic and international, support the goal of long-term success for our athletes and are projected towards this overriding aim.

Through our domestic calendar British Swimming is able to create a clear performance pathway for our athletes, leading them to success on the international stage, by providing them with vital competition experience to then establish their benchmark meets each year leading towards Olympic and Paralympic success.

WHY GET INVOLVED?

This is an exciting opportunity to contribute to the British Swimming Vision; [“One Team, Winning Well in Water”](#).

One Team - all aquatics disciplines rely on teamwork inside and outside the water. One team includes all athletes, coaches, staff, supporters, fans and volunteers. We all work closely together to encourage and bring out the best in us, like those who have gone before and those yet to come. We are one team.

Winning Well – winning can mean many things to many people. Winning is not just about the medals but also about achieving our potential whilst doing what is morally right and not just sticking to the rules. We want to win well; supporting our values to achieve our best performance whilst learning from the experience to enrich our lives and those around us.

In Water – water defines us. It’s the unique medium where we are at our best. We win, lose, laugh and cry in water. We cannot survive without water. Our sport is a life skill. We are at our best in water.



(Click image above to watch: British Swimming Tokyo 2020 Olympic and Paralympic Games Montage)

STRATEGY AND PURPOSE

The Olympic and Paralympic Games provide all sports with a global opportunity to celebrate the amazing moments that inspire us all. British Swimming has the task to nurture and support all of our athletes who will hopefully be responsible for those medal-winning moments.

We also have a wider responsibility to work with the Home Nation Associations and all involved in aquatics across Great Britain to ensure a healthy and growing sport. World Class success can inspire participation but only if the whole of our sport works together to maximise this opportunity.

The purpose of British Swimming's strategy document is to provide an overarching vision for British Swimming linked to the different disciplines. Performance sport thrives best when individuals and teams have clarity of purpose. Our individual disciplines display this, every day in training and competition. However, that relentless focus needs to sit within this vision and provide inspiration to the whole of the sport.

Click on the following link to access the British Swimming strategy for 2018-2024:
www.britishswimming.org/about-us/british-swimming-strategy

EQUALITY, DIVERSITY AND INCLUSION

British Swimming is an equal opportunities employer and a holder of the Equality Standard at Foundation, Preliminary, Intermediate and Advanced levels. We are committed to inclusion and embrace the spirit of all equalities legislation. Equality, diversity and inclusion is core to our world and one that we are proud to champion at every opportunity. British Swimming encourages applications from suitably qualified and eligible candidates irrespective of their gender, ethnicity, religion, belief or sexual orientation.



ROLES

We are searching for a Senior Independent Director (SID) and an Independent Non-Executive Director (INED) to join the Board of British Swimming.

ROLE PURPOSE

To act as Independent Non-Executive Directors for British Swimming, one role as the Senior appointee, to help ensure British Swimming focuses on its mission while supporting and enabling strategic direction delivering the corporate plan together with a sustainable performance culture.





KEY RESPONSIBILITIES

The specific responsibilities of the **Senior Independent Director (SID)** of British Swimming will include:

1. As the SID you will act as Deputy Chair as required and act as an intermediary for other non-executive directors.
2. As the SID you will support the Chair in the evolution of the Board's performance and support the annual performance appraisal of each Director. In this role, you will represent and take into account the views of the Board in leading the annual performance evaluation of the Chair.
3. As the SID you will be required to lead the non-executive directors, when appropriate, in meetings without the Chair present, to allow the non-executive directors to relay any issues, concerns or observations they may have.
4. As SID, keep in touch with the non-executive directors between meetings as appropriate and lead any assigned sub committees.



The key responsibilities of both the **Senior and Independent Non-Executive Directors** will include:

1. Attending up to six British Swimming Board meetings per year and contributing to ensure that the objectives of British Swimming, the targets set out in the British Swimming Strategy and the overall Vision for Aquatics are achieved within budget.
2. Attending the Annual General Meeting of British Swimming each year, and any other British Swimming General Meetings which may be called from time to time.
3. Where appropriate, acting as a board liaison member on committees and undertaking the roles and responsibilities set out in the applicable job description for that position.
4. Participating in appropriate activities, as requested, to raise the profile of British Swimming as a key influencer with Home Country associations, UK organisations and international authorities including LEN and World Aquatics.
5. Participating in an agreed appraisal process for board members.
6. Preparing appropriately for each board meeting and keeping up-to-date with current developments in sport.
7. Adhering to the principles of the Code for Sports Governance and maintaining the high standards for compliance.

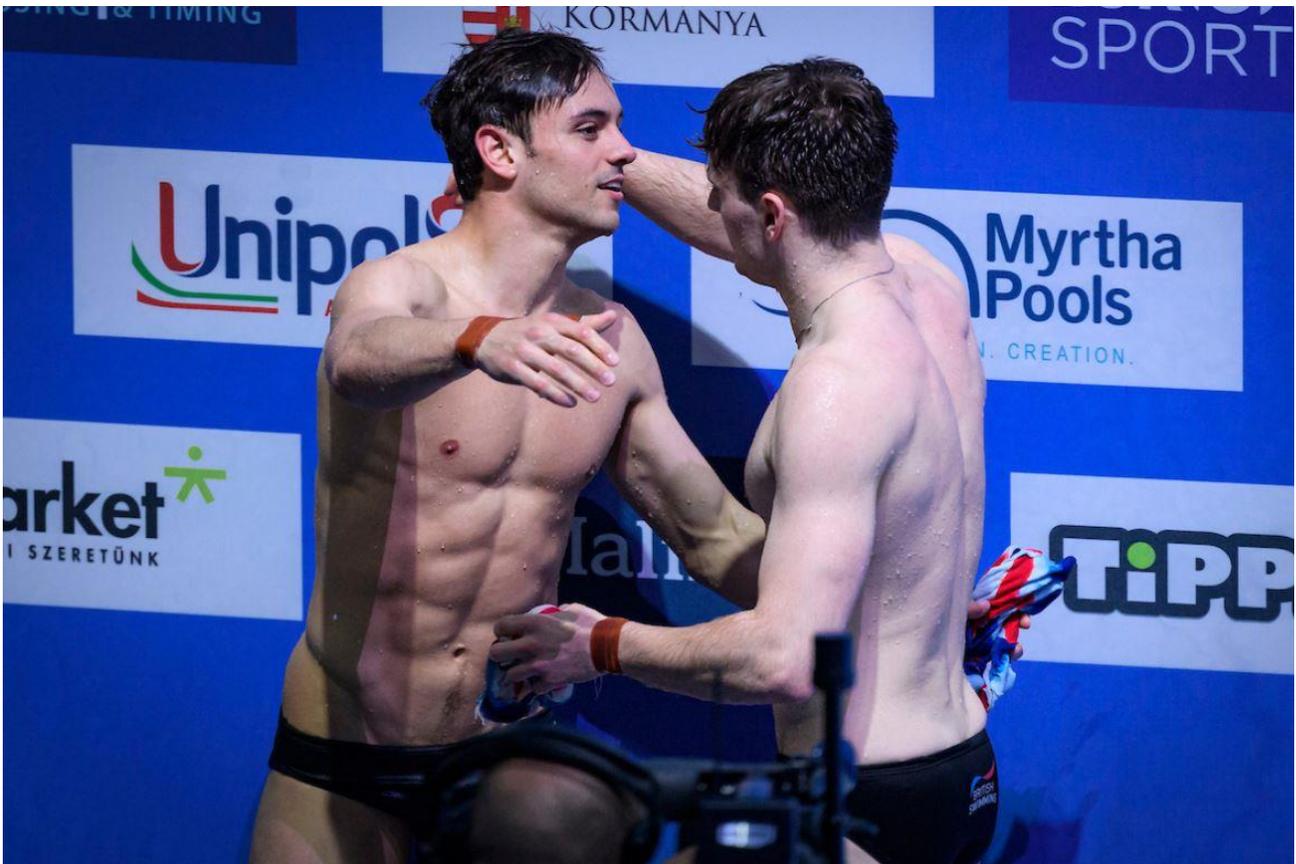
SKILLS REQUIREMENTS

Building on the success of the British Swimming team (during the last Olympic and Paralympic quadrennial, as well as performances in Tokyo 2020 and the World and European Championships in 2022), British Swimming is seeking strong and specific expertise across the following areas:

- Equality, Sustainability and Governance (ESG / EDI Providing a leading and knowledgeable board voice on ESG / EDI matters, supporting the Executive and Board of Directors in the development of ESG strategy/policy to enhance the impact of aquatics on society and the environment, whilst helping advance British Swimming's diverse, inclusive, sustainable and ethical practices).
- Paralympic and Para Sport
- Business and financial acumen / Commercial and Income Generation within framework of building and enhancing social value
- People Performance and Change Management

General Skills and Experience

- Previous experience working as a Board member, or equivalent.
- Excellent interpersonal, leadership, communication and influencing skills.
- Knowledge, and an understanding, of UK elite sport (Olympic and Paralympic sports desirable).
- Having a sport mindset and proven ability to demonstrate impact/influence in a high-performance environment.
- Strong debating skills coupled with the ability to balance conflicting views in discussions.
- Experience of setting and working to strategic plans and objectives.



Behaviours

- A collaborative influencer with a high level of emotional intelligence, self-awareness and who acts without a sense of self-importance.
- A person with demonstrable integrity and commitment to ethical standards.

Competencies

1. Builds effective relationships with Board Members and the Chair.
2. Builds effective relationships with external partners, as required by the Board.
3. Supports and guides the Chair to make best use of board resources and capabilities (SID)
4. Listens actively to all Board Members and stakeholders.
5. Solves problems creatively and, where necessary, provides external 'expert' advice.
6. Sets high standards for self and others and is dissatisfied with average board performance.

REMUNERATION AND TERM

A remuneration fee in line with British Swimming's policy is payable, in addition to reasonable travel expenses incurred in fulfilling the role. The appointment will be for a term of four years, with the opportunity for reappointment subject to British Swimming's Memorandum and Articles of Association.

KEY DATES

Closing date for applications is on 4th March 2023 and interviews will be held in person.

HOW TO APPLY

To apply for this role, please visit <https://www.britishswimming.org/members-resources/jobs-board/> and send your CV and covering letter to BSHRdepartment@swimming.org

Please email bshrdepartment@swimming.org if you have any further specific queries.

