



## **GB SNOWSPORT INDEPENDENT NON-EXECUTIVE DIRECTOR DECEMBER 2024**

### **Candidate Brief and Job Description**

GB Snowsport is looking to recruit an Independent Non-Executive Director (INED) to join the Board and help oversee the organisation and our different sporting disciplines. The appointment will be for a four-year term commencing in January 2025. This is a voluntary, unpaid role with a time commitment of approximately 12 hours per month.

### **Background**

GB Snowsport (GBS) is the National Governing Body for snowsport within the United Kingdom; it is responsible for the representation and management of any British snowsport athlete who wishes to compete in International Ski and Snowboard Federation (FIS) sanctioned or Olympic events. This includes all Olympic and Paralympic snowsport disciplines together with Speed Skiing and Telemark.

GBS has evolved its governance and structure with a primary focus within the organisation of improving athlete performance across all the twelve different disciplines within skiing and snowboarding. We are looking for an additional Independent Non-Executive Director to help the board and senior leadership team oversee the continued development of the organisation into the future.

This is an exciting time to join GBS. The past two seasons have been the most successful in history for British ski and snowboard athletes, and we are now looking to build on those successes. With the Milan-Cortina Olympic and Paralympic Winter Games on the horizon and annual World Cup and X-Games across the various disciplines, this is an opportunity to help support British successes at the highest levels of international skiing and snowboarding.

All INEDs work collaboratively alongside their board colleagues, sharing responsibility for the decisions made by the Board and for the success of GBS. You shall provide objective scrutiny and independent perspective drawing on your current and previous experience.

The Board has four scheduled meetings each year, all held in London, and the INEDs currently have a monthly video call with the CEO and one monthly as an INED group led by the Chair. The successful candidate will be expected to join one or more of the Committees of the Board; GBS currently has an Audit & Risk Committee, Remuneration Committee and Nomination Committee. There is also an Annual General Meeting to attend each year, a strategy day together with online communication between meetings meaning a time commitment of approximately 12 hours per month.

### **Role**

- This is an Independent Non-Executive Director role;
- Inform the Board in the development of its vision, strategy and policies in collaboration with the CEO and other Board members;
- Provide oversight and independent views on the implementation of the sport's strategy;
- Support the effective governance of the sports for which we are responsible;
- Advise on ways to continue to develop the link between the grassroots, FIS and Europa Cup racing programmes with the World Class programmes (WCP) while also providing all the facilities required to enable elite athletes to produce their best; and
- Advise on fundraising and sponsorship through your own networks.

## Person Specification and Key Attributes

Demonstrable experience of operating at board level as a senior executive or a Non-Executive Director;  
A detailed understanding of the law and commercial sporting landscape and how it operates in the UK together with experience of working at board level within that landscape;  
Possession of relevant knowledge of snowsport in the UK;  
Understanding of fund raising, commercial, marketing and sponsorship;  
Excellent interpersonal, leadership and influencing skills and the ability to contribute effectively to the board, and its committees and to communicate effectively with stakeholders at all levels;  
Understanding and acceptance of the legal duties, responsibilities and liabilities of being an Independent Director and also of being on the board of a not-for-profit organisation (GBS is not a charity);  
Empathy with the volunteers who are vital to the running of the sport.

## Process

To apply for this role please send a covering letter explaining your suitability and a CV of no more than three pages for the attention of **Andrew Coulson** at [cosec@gbsnowsport.com](mailto:cosec@gbsnowsport.com) Successful candidates must be available for interview on the dates set out below.

- Closing date for applications: Monday, 6 January 2025
- Candidates informed of response: by Thursday, 9 January 2025
- Interviews: mid-late January 2025
- Recommendation for board approval: To follow interview process

*GBS is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, colour, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by the Equality Act 2010. GBS is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, access to facilities and programmes and general treatment during employment.*