



WALES NETBALL
PÊL-RWYD **CYMRU**

Wales Netball CEO Recruitment Pack

Grow the Game, Inspire Success

September 2021

Introduction from the Chair

I am immensely proud to have been involved with Wales Netball for many years now and it has been a privilege and personal highlight to act as Chair of the organisation. We have achieved an enormous amount over recent years, and we are keen to continue the path of success and build further on the strong foundations that have been created.

We are slowly emerging out of the darkness of COVID-19 and the community game is ready to bounce back. COVID-19 is a huge threat to netball in Wales as participation in sport is impacted by this global health crisis and women have felt the impact significantly. It will be for Wales Netball, led by our new CEO, to continue the work that has taken place, to survive this crisis and help the game continue to emerge into a prosperous future.

If you feel you have the requisite skills and experiences (see details below) to lead our organisation, and you would relish joining us in working towards our vision and mission, then we look forward to hearing from you.

Catherine Lewis

Chair – Wales Netball

About Wales Netball

As the National Governing Body for netball across Wales, our **Vision** is to 'Grow the Game, Inspire Success' our **Mission** is to 'Aspire to Excel; Strive to provide opportunities for all; Nurture talent to its full potential. Our core **Values** are: Aspire, Connect, Inspire, Respect.

Our Journey and our Work

For a good understanding of the Wales Netball journey pre pandemic please read about that here <https://walesnetball.com/wp-content/uploads/2021/04/Welsh-Netball-%E2%80%93-Journey-of-the-business-A4-Stakeholders-Partners-version.pdf>

2019/20 saw Wales Netball reach the end of its 4-year 2016-2020 strategy. It has been an incredible journey for the organisation in that time. Through our collective passion for our sport as well as a lot of hard work and determination, together we have positioned our organisation as one of the fastest growing sports in Wales. This period saw us financially stabilise the organisation, grow its commercial revenues, reduce reliance on public funding by nearly 45% and reach a turnover of over £1 million for the first time. This was in addition to a 35% increase in membership, a return for Wales back into the INF Top 10, and huge progress being made by Celtic Dragons in that period.

The strategic plan for 2016-2020 was all about stabilising the organisation and growing our player base. This strategic plan was to be phase one of three. Phase 1 has been a success across all levels. COVID-19 stopped the launch of Phase 2, the 2020 – 2024 strategy. The last 18 months has seen Wales Netball adapt to very challenging and damaging circumstances in order to survive and rebuild ready for the future. As the sport is slowly reopening, the pandemic has given the opportunity to review and improve and we are primed to embark upon Phase 2. Our strategy for 2022-2026 is to reach out and engage with our netball community, and to really become driven by the needs of the netball community here in Wales. Phase 2 will also see us drive continued international success and improve our standards within our elite performance operations

The role of CEO

We are proud of Wales Netball's history, and are highly excited about the opportunities the future holds. We believe strongly that a more diverse board and management team are more likely to engage in better informed and constructive analysis and make better decisions as a result.

Our next CEO will join us as we set to launch our new and ambitious strategy and will build upon our numerous programmes and successes. We believe in the untapped potential for digital transformation within the sport sector and key to our strategy is unlocking new digital approaches to help increase participation, improve participant experience, and drive growth.

We are looking for an outstanding leader who can make a wide-ranging and significant impact across the full spectrum of our work; someone who will grow our impact in the community and help us reach our ambitions of producing high quality welsh athletes and workforce to ensure consistent success on the world stage.

The CEO will need to engage and inspire our staff, partners, supporters and volunteers.

Key responsibilities will include:

- Provide visible and inspiring leadership to the NGB, Celtic Dragons, and work closely with the Board on its strategic development and delivery 2022 – 2026 and beyond
- Proficient and highly adept financial management skills will be required, to ensure the successful leadership of the Finance and Risk Group; and have ultimate responsibility for the business finances.
- Provide leadership to the Senior Leadership Team, empowering them to drive the organisation through effective collaboration and a shared vision
- Maintain the organisational culture that attracts, retains and motivates ambitious and high-quality staff and volunteers who come from a wide range of backgrounds and communities reflecting Wales as a whole
- Work externally, engaging effectively with stakeholders at all levels including Government, Sport Wales, Welsh Sports Association, World Netball, Europe Netball, the media, members, volunteers.

- Establish and monitor key indicators of the organisation's impact and financial health and provide timely and accurate information to the Board
- Ensure that risks and changes in the external environment are robustly managed and that the organisation fulfils its legal, statutory, and regulatory responsibilities
- Drive income growth and work in partnership to maximise all income and make income more sustainable. (private & public)
- Ensure strategic engagement with the Vitality Netball Superleague Board to ensure connectivity, commerciality, and positioning for Wales.
- The successful candidate will have an excellent record of communication, inspirational leadership and people management and will be passionate about Wales Netball and its mission and ambitions

Terms of Appointment

Remuneration: Circa £58,000 - £65,000 dependant on experience

Annual Leave: 30 days per year excluding bank holidays

Pension: 3% contribution

We welcome and encourage applications from people of all backgrounds. Wales Netball is committed to creating an inclusive culture, through fostering a diverse workforce.

How to Apply

Please send your C.V and Cover Letter outlining your suitability for the role, aligned with the role description to recruitment@walesnetball.com

Closing Date for applications: Thursday October 21st midday

Interview Dates:

Interview stage 1 - Thursday October 28th

Interview stage 2 – Friday October 29th

Successful stage 1 applicants will be provided with a question / short task ahead of stage 2 to consider and share their thoughts the following day.

An informal conversation with Sarah Jones, the outgoing CEO will be available on request.