



WALES NETBALL
PÊL-RWYD **CYMRU**

Wales Netball

Non-Executive Director (Human Resources)

January 2023

Overview

Wales Netball is seeking an enthusiastic and forward-thinking person with specific skills, experience and knowledge relating to Human Resources, (HR) to join its Board.

We are looking for an experienced individual with strong critical thinking skills who can apply independent judgement to work effectively with other non-executive directors. The successful candidate would be required to support the operational team by attending and contributing to the Legal and Governance Group that feeds into the Board.

This is a voluntary role with the time commitment 1-2 days per month approximately. There are typically 4-5 board meetings per year.

The Non-Executive Director will be appointed for an initial two-year term and be responsible to the Wales Netball Board. A Non-Executive Director is eligible for a maximum of three terms.

Wales Netball offices are located at the Cardiff and most meetings are held in Cardiff. Under the current climate all meetings are undertaken virtually and will be for the foreseeable.

Wales Netball's vision is to be 'Bigger, Better and Bolder than Before'. We are committed to be a sector leading National Governing Body of sport in Wales and live our values of Inspire, Aspire, Connect, and Respect.

Board Diversity

Wales Netball aims to embed its equality and diversity values into everyday practice, policies and procedures so that equality and diversity becomes the norm for all. This cultural change will be driven from the top by the Board and senior staff but will be embedded from the bottom across clubs and centres, regions, and disciplines in keeping with the ambitions of Wales Netball strategic plan. Wales Netball supports and recognises the importance of diversity in its broadest sense throughout its organisation, including on its Board.

Role Summary

The role of the Board and its members is to supervise the management of Wales Netball business and to discharge the responsibilities of its directors under the Companies Act.

- To be a company director of Wales Netball and provide leadership and expertise in Human Resources, including (desirable) Welsh Language.
- To advise on recruitment, selection and retention, and induction processes within the organisation.

- Prepare policy papers collaboratively with the operational development lead and undertake specific development projects as directed by the Board.
- To support Wales Netball to identify, manage and mitigate any organisational risks associated with HR practices.
- To sit on the Legal and Governance Group supporting policy reviews and statements.
- To comment and feedback on Wales Netball policies, strategies and processes related to Human Resources as appropriate and necessary.
- To support the CEO in delivery of HR practices and to guide the HR element of the new Wales Netball Strategy.
- To provide legal advice to CEO on any employment regulation updates.
- To ensure that controls and systems are in place to safeguard corporate governance of Wales Netball and report to membership, through the AGM.
- To attend and represent Wales Netball at meetings relevant to Human Resources.
- To participate in any training required for the Board, e.g., Safeguarding, Disability Inclusion.

Person Specification

The successful candidate will have a passion for advancing Human Resources within our sport, and the wider sector.

- They will have knowledge of the current sporting landscape in Wales and will be aware of the changing political landscape in relation to the role Sport will play in the wider political agenda in Wales.
- Experience of delivering/supporting people focused strategies, and policy and strategy initiatives with the overall purpose of driving change within an organisation.
- The successful candidate will be prepared to attend Board meetings, usually a set number per annum with dates agreed in advance and be available for training and development opportunities as agreed by the Board itself.
- CIPD qualification is essential.

Role Competencies

1. Commitment to Wales Netball, its values, goals, and ethics
 - a. Can inspire with confidence and commitment, ensuring all Board members understand the strategic objectives aligned to EDI and are aware of its duties to those involved with the delivery of these objectives.
2. Understanding of the environment
 - a. Understanding of the evolving landscape for sport and sport funding in Wales.
3. Influencing skills.
 - a. Strong interpersonal and negotiation skills, with the ability to develop effective and sustainable stakeholder relationships.
4. Understanding of the Equality Act 2010, awareness of the Welsh Language Act 1993
5. Understanding of good corporate governance
 - a. Has experience of applying sound governance principles to decision-making, systems, and structures.
6. Highly developed communication skills
 - a. Excellent oral and written communication skills.
 - b. Able to adapt communication and messages to a variety of audiences.
7. Values-based behaviour
 - a. Displaying integrity, objectivity, accountability, openness, honesty, and leadership.
 - b. Instils trust and confidence and behaves in a fair and ethical manner toward others.
8. Strong analytical skills
 - a. Ability to analyse and assess information to make effective decisions.
9. Business skills and experience
 - a. Demonstrate a proven general management track record in complex organisations. This might be within a corporate business, membership, not-for profit, or sporting organisation.