



**WALES** NETBALL  
PÊL-RWYD **CYMRU**

# Wales Netball

## Non-Executive Director

### Finance

## Recruitment Pack

January 2026

## Welcome

We are looking for an exceptional and committed individual to appoint as an independent Non-Executive Director – someone who is passionate and committed to supporting our unique organisation to help drive our Ymladd 2030 strategic ambitions. This is an exciting time to be part of our journey and help shape the next chapter of netball across Wales.

Driven by our values of Inspire, Aspire, Respect and Connect, The Board has corporate responsibility for ensuring that Wales Netball complies with any statutory or administrative requirements. The Board is responsible for the strategic purpose, mission and ambitions of Wales Netball. Within this wider remit, individual Board Members support the Chair and CEO in:

- Promoting good practice, corporate leadership, diversity and inclusion and people development within the organisation.
- Driving and measuring the effectiveness and efficiency of Wales Netball and its subsidiary, Welsh Dragons.

In addition, the Non-Executive Director of Finance will help drive financial stewardship and organisational resilience — shaping our financial strategy, strengthening audit and risk oversight, and ensure a value for money approach is embedded across everything we do.

## About Wales Netball

As the National Governing Body for Netball in Wales, Wales Netball is a member-based organisation governed by a volunteer Board of Directors. Wales Netball proudly run Welsh Dragons, Wales's only professional netball team; Dragons compete in the newly formed national Netball Super League (NSL 2.0) competition. As a separate subsidiary, Welsh Dragons is a commercially driven performance netball franchise. We aim to achieve sustainable growth over the next three years and require careful stewardship to maximise opportunities afforded by participating in a professional league.

Our vision and purpose are clear: we aspire to be the most played sport by women and girls in Wales and enrich lives through netball. We know that netball has the power to transform people's lives; improving health and wellbeing, develop skills, create job opportunities, bring communities together, drive regeneration and impact real change across the breadth of our society. Enriching Wales's communities through netball from grassroots to the elite, our Wales Netball family has over 11,500 members who play, umpire, coach, or support netball across Wales.

## About The Role

We are seeking a highly experienced and values-led Non-Executive Director (Finance) to join the Wales Netball Board. This strategic leadership role is critical to ensuring our financial governance, financial management and organisational assurance are robust, forward-looking and aligned with best practice.

As part of our Board, you will bring finance expertise to help shape proportionate, evidence-

informed decisions, ensuring the organisation operates with integrity and in accordance with the Good Governance Codes and company law, and relevant regulatory requirements.

You will act as an ambassador for Wales Netball, championing our vision while contributing to a strong, inclusive and effective Board environment.

## Additional Useful Information

Wales Netball: <https://walesnetball.com>

Wales Netball Annual Reports: <https://walesnetball.com/annual-reports/>

## Key Responsibilities:

As a Wales Netball Board member, you will champion netball in Wales and help ensure we act in the best interests of our members and stakeholders. The NED Finance Chair's our finance, risk and audit committee and will also sit on our subsidiary's Board, Welsh Dragons.

As part of this role you will:

- Provide assurance on financial strategy, planning and long-term sustainability, aligned to organisational objectives.
- Oversee annual budgeting, management accounts and performance versus forecast; ensure insightful Board reporting.
- Lead on audit and risk, including internal controls, delegated authorities and risk register oversight.
- Ensure compliance with statutory and funder requirements (e.g., Companies House, HMRC, UK GAAP/FRS 102, Sport Wales).
- Champion value for money (VfM), efficiency and financial ethics across programmes and operations.
- Guide reserves, treasury and investment policies; support cashflow management and scenario planning.
- Review major contracts, grants, sponsorships and capital expenditure for financial risk and return.
- Chair the Finance, Audit and Risk (FAR) Committee and participate in relevant working groups, advisory groups or project meetings where financial expertise is valuable.
- Provide constructive challenge and mentorship to the executive finance lead and Senior Leadership Team.
- Promote transparent, accessible financial communication to members, partners and stakeholders.
- Act in the best interests of Wales Netball with honesty, integrity and good faith.
- Contribute to an inclusive, collaborative and effective Board culture.

## Personal Specification

In addition to relevant experience, candidates applying for this role will be required to evidence relevant leadership competencies, including:

Competency	Essential	Desirable
<b>Relationship building:</b> you are open-minded, listen to other's perspectives and build positive relationships with diverse stakeholders from a range of backgrounds.	✓	
<b>Strategic thinking:</b> you can analyse, use, and draw on a range of evidence to scrutinise organisational performance data, identify improvements and recommend appropriate solutions.	✓	
<b>Self-awareness:</b> you evidence an ability to self-evaluate your performance across a range of contexts and learn from past experiences.	✓	
<b>Influencing others:</b> you use your understanding of others to influence and work closely with Board members, key partners and stakeholders.	✓	
<b>Communicating:</b> you can clearly communicate complex financial information with a diverse range of audiences.	✓	
<b>Accountability:</b> you hold others, including Executive and Senior Leadership team members, to account by providing suitable levels of independent scrutiny and challenge.	✓	
<b>Integrity and resilience:</b> you make objective decisions in the best interests of the organisation, are honest, transparent, and set high standards for yourself and others around you.	✓	
<b>Financial and risk management:</b> you will hold a recognised accountancy qualification (ACA, ACCA, CIMA) and can evidence successful management, assurance and independent scrutiny of organisational financial outcomes, demonstrating effective stewardship, experience of audit, risk and internal controls, with strong Board reporting and assurance capabilities.	✓	
<b>Good Governance:</b> you can evidence working effectively with or at Board-level and/or demonstrate knowledge of corporate governance best practices, including legal duties and liabilities of Directors and their importance in achieving organisational success.	✓	
<b>Commercial insight:</b> you have sound commercial knowledge through evidencing delivery of key activities associated with commercial success.	✓	
<b>Business Acumen:</b> you demonstrate expert knowledge of financial management.	✓	
<b>Sector knowledge:</b> you demonstrate understanding of contextual challenges within the sports sector more widely.		✓

## Equality, Diversity, and Inclusion

We welcome and encourage applications from people of all backgrounds. Wales Netball is committed to creating an inclusive culture, through fostering a diverse workforce. As part of your application, we have a voluntary equal opportunity form that would help us to achieve this, the form will be emailed once your application has been received.

If you are successful in the initial stage of the application process, we will be in touch to ensure any reasonable adjustments are put in place prior to your interview.

## Terms of Appointment

We are going through a period of organisational change and seek committed Board Members to support and be part of this exciting chapter. The terms of appointment include:

- Initial two-year term, with a maximum tenure of three terms.
- An expected time commitment of around 3 days per month, depending on business needs.
- At least one face to face Board meeting per year, with others being held in a either a hybrid or online format.
- An expectation to attend some Wales Netball Dragons events, including matches and functions.

Please note that this is a voluntary position, with reasonable expenses reimbursed in line with Wales Netball's policy.

### Key Dates

Please keep a note of these dates, if you are successful at stage one, you will be invited to attend an online panel interview.

### Stage 1: Application

- 3<sup>rd</sup> February 2026, midnight: applications close
- 6<sup>th</sup> February 2026: Stage 1 decisions communicated (via email)

### Stage 2: Online Panel Interviews

- Online interviews will be held from week commencing 9<sup>th</sup> February 2026

## How to Apply

Send your CV and a short supporting statement outlining your suitability for the role, aligned with the selection criteria, to: [recruitment@walesnetball.com](mailto:recruitment@walesnetball.com)

For an informal conversation about this role, contact: [helen.c.williams@swansea.ac.uk](mailto:helen.c.williams@swansea.ac.uk)

**Closing Date for applications:** 3<sup>rd</sup> February 2026, midnight

**END**