



Appointment of Directors to the Board of Netball Northern Ireland

INFORMATION BOOKLET AND ROLE DESCRIPTION

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1. Background to Netball Northern Ireland

Netball Northern Ireland is the sole Governing Body for the sport of Netball recognised by Sport Northern Ireland and affiliated to Europe Netball and World Netball.

The vision of the organisation:

“Top 8 National Team, supported by a strong School, Club & League foundation”

On the participation aspect, the organisation currently has over 2100 affiliated members made up of social and competitive clubs and organises a range of participation programmes, events, training courses and education projects all designed to improve the quantity and quality of participation of netball. Netball NI also works in close partnership with our schools to ensure a clear and consistent promotion of our sport to girls at an early age.

In terms of performance, Netball NI have a clear player, coach and official’s pathway from regional to senior international, encompassing U15, U17, U21, Emerging & Senior squads. Our National Squads compete yearly in Europe Netball events and in the World and Commonwealth cycles.

NI is a limited company with charitable status and a mixture of fulltime and part time staff support the work Board.

In line with Board tenures and following a recent independent performance review that consider the programmes and infrastructure within the performance aspect of our business, Netball NI is seeking to recruit an enthusiastic and forward-thinking person with specific skills, experience and knowledge relating to High Performance/Performance Pathway sporting programmes and environments 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 directors. The successful candidate would be required to help the operational team to implement and drive the recommendations from the performance review, ensuring the improved progression in the performance system.

We are committed to be a sector leading National Governing Body of sport in Northern Ireland and live our values of Respect, Equality, Accountability, Integrity, Professionalism, Remain passionate with a team first approach.

2. Current Activities

Netball NI organises a wide range of programmes and services, designed to promote Netball on both a participation and performance level for players, coaches, officials and volunteers.

The table below provides an overview of Netball NI's work.

Services	Description
<p>Participation Sport – Creating opportunities for women & girls to play out sport</p>	<p>The development and delivery of participation opportunities which enable women and girls of all ages to play netball. This involves the organisation and delivery of:</p> <ul style="list-style-type: none"> • Senior & Junior league & shield competitions • Social Netball • School netball programmes • Community Events • Club Development Programmes • Introduction to Coaching, Officiating & Volunteering programmes
<p>Performance Sport – Developing Sporting Talent</p>	<p>The development of performance pathways, facilities and support programmes which enable athletes, officials & coaches to achieve higher levels of performance. This involves:</p> <ul style="list-style-type: none"> • Managing the development of performance pathways and facilities for all within Netball • Managing the athletes & coaches in the Regional Academy and National squads • Delivering CPD & support for coaches & officials appointed to Regional / National programmes • Hosting/organising international events in Northern Ireland. • Being a member of Europe & World Netball
<p>Education, Training & Volunteers – Supporting</p>	<p>The development and delivery of education, training and volunteer programmes. This involves the organisation and delivery of:</p> <ul style="list-style-type: none"> • Education Projects - in person and online • Courses for teachers, trainee teachers and classroom assistants • Training courses for leisure services staff, coaches and sports leaders. • Coach & Official Education Courses • Volunteer Programmes
<p>Communications – Inspiring Participation & celebrating success</p>	<p>Inspiring and encouraging women and girls to participate in sport by providing information on the opportunities available and highlighting the achievements of talented athletes and role models.</p>

3. Board Structure

Netball Northern Ireland's Board of Directors from October 2016 will consist of not less than five and not more than seven skills-based members (with an option to co-opt a further two Directors if a specific piece of work requires), recruited through a public recruitment and selection process.

*With six Directors currently on the Board, we are seeking to recruit one new Director with to take us to the maximum seven.

4. The Role of Directors

The role and responsibilities of the Performance Director on the Board of Netball NI is as follows:

- To be a company Director of Netball NI and provide and provide leadership and expertise in performance programmes and environments.
- To ensure the organisation fulfils its charitable objectives as outlined in its Articles of Association.
- To contribute to the strategic development of the organisation, including contributing to the delivery of the organisation's strategy, Strongest Together
- To ensure that the organisation has adequate financial resources and that its finances are effectively managed.
- To ensure that the organisation complies with its legislative requirements, including compliance with employment and equal opportunities legislation, and charity and company law.
- To contribute to the development of policies and procedures that ensure the organisation meets optimum levels of good practice in governance.
- To ensure that risks to the organization are maintained at an acceptable level.
- To represent the organisation at meetings and events relevant to the business of the organisation.
- To advise on the implementation of the recommendations from the independent performance review which will maximise the athlete experiences and performance results from opportunities available to Netball NI.
- To contribute to the identification and sourcing of potential commercial partners.
- To advise on appropriate positioning of Netball NI as a partner opportunity to identified collaborators.
- To advise the organisation on the development of mutually beneficial relationships with relevant organisations in the private, public and voluntary sector.
- To participate in and contribute to sub committees and working groups concerned with overseeing and progressing key functions of the organisation's business.

5. Essential criteria

- 5.1 an interest in the development of sport;

5.2 a commitment to the vision, mission and values of the organisation;

5.3 experience in at least **one** of the following areas:

- Performance Pathway
- High Performance
- Team sport performance

5.4 Candidates should also have experience of at least **one** of the following:

- experience in strategic management in the private, public or voluntary sector including; overseeing the development and implementation of corporate strategies and business plans;
- demonstrable experience and skills in a business or commercial environment;
- experience of sport, preferably as a participant, coach, or in a teaching or sports leadership role.

6. Terms of Appointment, Time Commitment and Remuneration

Directors will be appointed on a rotational basis on a three-year cycle.

After serving one period of three years Directors can apply to be appointed for a second period of three years through the normal selection and recruitment process. Any Director who has served six consecutive years shall retire from the Board and shall not be eligible for recruitment but may be eligible for co-option for a maximum further period of three years.

Board membership is likely to require a minimum time commitment of at least 1 day per month for correspondence with attendance at not more than 6 meetings per year plus an AGM.

Board member positions are not remunerated but reasonable travel and subsistence expenses may be reimbursed.

7. Induction Training

Netball NI will provide induction training for the successful candidates.

8. Assistance for Board Members with Disabilities

Every effort will be made to provide whatever reasonable support Board Members need to help them carry out their duties.

9. Selection process

Following short-listing, all successful candidates will be asked to attend an interview.

A selection panel consisting of two existing Directors and the Executive Manager will be appointed by the Board to oversee the interview and appointment process. The Executive Manager's role on the panel will be limited to an advisory one.

Interviews are expected to take place July 2023 with positions starting in September 2023.

The successful candidate will be informed as soon as possible.

10. Equality of Opportunity

Netball NI is committed to providing equality of opportunity for all individuals. Applications are welcome regardless of gender, age marital status, disability, religion, ethnic origin, political opinion, sexual orientation or whether or not you have dependants. All applications for appointment are considered strictly on merit.

11. Application Process

Please complete the attached application form and return it to Netball NI no later than midnight on Friday 30th June 2023.

All applications should be sent to:

Monitoring Officer
Netball NI
Portside Business Park
189 Airport Road West
BELFAST BT3 9ED

Or by email: executivemanager@netballni.org

APPLICATION FORM

SECTION 1 - PERSONAL DETAILS

Surname:		Forename	
Title	MR / MRS / MISS / DR If Other please specify	Email Address	
Address		Telephone Numbers	
		Home	
		Work	
Postcode		Mobile	
How did you hear about this vacancy?		D.O.B	

SECTION 2 - SKILLS AND EXPERIENCE

Please provide information to demonstrate how your skills and experience to date meets the criteria of:

1. an interest in the development of sport;
2. a commitment to the vision, mission and values of the organisation;
3. experience in at least **one** of the following areas:
 - Performance Pathway
 - High Performance
 - Team sport performance
4. Candidates should also have experience of at least **one** of the following:
 - experience in strategic management in the private, public or voluntary sector including; overseeing the development and implementation of corporate strategies and business plans;
 - demonstrable experience and skills in a business or commercial environment;
 - experience of sport, preferably as a participant, coach, or in a teaching or sports leadership role.

SECTION 2 - SKILLS AND EXPERIENCE

Signed: _____ Date: _____