



# BOARD VACANCY

President & Chair of the Board



# THE OPPORTUNITY



Scottish Squash Limited (SSL) is the governing body for squash in Scotland. With a registered player base of around 7,000, a voluntary Board and nine paid staff, including an employed Chief Executive. SSL has a clear focus upon growing the profile and the player base within the sport and supporting the Scottish team to win medals on the World stage.

The current Chair, Mark Adderley, is stepping down following a successful tenure, guiding the sport through the COVID-19 crisis, acting as an equality champion, increasing the reach and diversity of the sport and seeing more players than ever before on the Professional Squash Association tour.

An opportunity has therefore arisen, for a positive, driven team player to join SSL as President and Chair of the Board. The successful individual will gain expertise of supporting and advising a small and dynamic Board. As the Chair of the Board, they will help to shape the future of the sport of squash in Scotland, particularly in relation to overseeing the next stage of the modernisation of the sport; continuing the positive culture that is being developed across the sport and further building of our positive partnerships as we build to the Commonwealth

Games in Birmingham 2022 and beyond. This is a great opportunity for someone with a passion for sport. It offers great potential for the development of new and existing skills, meeting new people and new networks and making a genuine difference to sport in Scotland.

SSL's current strategic plan – A Sport for Health – outlines our vision to establish squash as the healthiest sport in Scotland. The plan can be found on the SSL website via the following link:

<https://www.scottishsquash.org/wp-content/uploads/2019/04/ADM01-P02-Scottish-Squash-Strategic-Plan-2019-23-A-Sport-for-Health.pdf>



## ROLE DESCRIPTION

All Board Directors share the legal responsibilities that go along with being a Board Director of promoting good governance, enabling and monitoring organisational performance and supporting the executive team, according to the SSL Articles of Association:

<https://www.scottishsquash.org/wp-content/uploads/2018/11/ADM01-P01-Articles-of-Association.pdf>

# SPECIFIC RESPONSIBILITIES

## President & Chair of the Board



1. Provide leadership to the Board:
  - taking responsibility for the Board's composition and development;
  - working with the Chief Executive and Leadership Team to ensure proper information for the Board;
  - planning and conducting Board meetings effectively;
  - getting all Directors involved in the Board's work;
  - ensuring the Board focuses on its key tasks;
  - engaging the Board in assessing and improving its performance;
  - overseeing the induction and development of Directors; and
  - supporting the Chief Executive.
2. To Chair SSL Board meetings and its AGM (the Board meets four times a year).
3. To offer specific support to the SSL Board and executive team in relation to company vision, mission, values, culture, governance and strategy development.

# PERSON SPECIFICATION



We seek a Chair of the Board who reflects the organisational values: encouraging inclusivity and diversity across the sport, with a focus upon person centred empowerment, encouraging collaboration across the sport and connectivity / partnership working. We actively encourage support and empowerment of all to be the best they wish to be.

The Chair must be able to demonstrate:

- experience of Non-Executive Director or Advisory Board level position;
- strong leadership skills;
- willingness to challenge and lead a Board as described above without influence from any specific style;
- integrity: high ethical standards;
- critical thinking: creativity, strategic awareness, taking a wider view;
- business acumen: ability to identify new opportunities, embrace change, innovate;

- political astuteness: diplomatic;
- primary legal responsibilities: understanding of and compliance with the legal responsibilities of being a Board member; and
- commitment to attend and lead Board meetings in accordance with the strategy. Prepared to use their skills, knowledge and experience as a mentor as and when required.



## ROLE DETAILS

### Time Commitment

The Board meets 4 times each year in addition to the AGM, as well as attendance at occasional sub-committee meetings.

### Expenses/Remuneration

The role is unremunerated, however, reasonable travel and meeting expenses will be reimbursed according to SSL policies and procedures.

### Accountability

The role is accountable to the Board and the members of squash in Scotland. The Chair will manage the individual performances of Board members.

### Tenure

The Chair will be elected on to the Board of Management for a four-year term with a possibility of being elected for a further four years at the AGM.

# RECRUITMENT PROCESS



## Informal opportunity to consider the role

The Board of Directors are facilitating a number of informal opportunities for interested candidates to find out more about the role. This will include an opportunity to meet with some members of the current Board (President, Chief Executive, Vice President etc. and to attend and observe an upcoming Board meeting.

If you are interested in taking up this informal process, please submit a short cover note to outline your interest in the role to: [info@scottishsquash.org](mailto:info@scottishsquash.org) and for the attention of Maggie Still, Chief Executive, SSL.

If you require further information, please feel free to contact Maggie Still ([maggie.still@scottishsquash.org](mailto:maggie.still@scottishsquash.org)) or Mark Adderley ([mkadderz@gmail.com](mailto:mkadderz@gmail.com)) (President & Chair of the Board for an informal discussion.

## Formal nominations

In accordance with the SSL Articles of Association, formal nominations must be made in line with the following procedure:

- Nominations for the election of the President and Chair of the Board must be received at the offices of SSL not less than thirty days (12th August 2022) before the date of the AGM (11th September 2022) at which the election is to be held.
- No nomination shall be accepted as valid unless:
  - It is made by a Full Corporate Member;
  - SSL has received, before the closing date for nominations, a statement signed by the nominee confirming her/his willingness to stand; and
  - SSL has received, before the closing date for nominations, a statement from the nominee confirming either that she/he has no financial interest in the game of squash, or if she/he does have such interests then setting out in full the nature and extent of those interests. In the event of the latter, then such statement shall accompany the papers distributed for the AGM.

## PLEASE NOTE

This vacancy is not open to anyone who has been disqualified from holding a Directorship in a Limited Company.

Scottish Squash is an equal opportunities employer and aims to provide an operating environment free from any form of harassment, intimidation, victimisation or unjustifiable discrimination. We aim to ensure that no job applicant or employee receives less favourable treatment on the grounds of discrimination. All appointments are made purely on the basis of merit and ability.

