



## BOARD VACANCY

**ORGANISATION:** Scottish Squash Limited (SSL)

**VACANCY:** Non-Executive Board Director – Performance Pathway

### Context:

Scottish Squash Limited (SSL) is the national governing body for squash in Scotland, and is currently working to deliver its 2023-27 strategic plan, "Together for Squash in Scotland". Its vision is for a sport where everyone is working together to allow squash in Scotland to develop and thrive. Its mission is to embed a culture of togetherness at national, regional and club level, helping as many people as possible to enjoy the sport, supporting them to be the best they wish to be, and providing them with lifelong participation in the game.

SSL's current strategic plan – Together for Squash in Scotland (2023-27) – can be viewed via the link below:

<https://www.scottishsquash.org/wp-content/uploads/2023/06/ADM01-P02-Scottish-Squash-Strategic-Plan-2023-27-Together-for-Squash-in-Scotland.pdf>

### The Opportunity:

An opportunity has arisen for a positive, driven team player to join the SSL Board as a Non-Executive Director. The successful individual will gain expertise of supporting and advising a small and dynamic Board. As a Board member, they will help to shape the future of the sport of squash in Scotland, particularly in relation to the development of the performance pathway and as the sport continues to build to the Commonwealth Games in 2026 and its first ever involvement in the Olympics in 2028.

This is a great opportunity for someone with the experience of establishing a vision and overseeing a strategy for the development of a performance pathway within a national governing body of sport. SSL has an ambition to introduce, sustain and inspire more players to get involved in the sport of squash and to provide an open, transparent and easy to navigate player pathway that enables everyone to be the best they wish to be. This ambition includes the provision of quality coaching, at all levels through to a World level elite performance coaching system, and relevant competition at club, regional and national level.

SSL wish to appoint an individual who has the ability to seek and understand the needs of the sport and its members, an awareness of the need to develop a systematic approach to the development of the performance pathway, and the ability to inspire and empower others to drive change. The individual should have an understanding of the needs of athletes at all stages of the performance pathway, including and up to an elite performance level.

This is an ideal opportunity for someone with a passion for sport and presents potential for the development of new/existing skills, meeting new people and new networks, and making a genuine difference to sport in Scotland.

### Role Description:

All Directors share the legal responsibilities that go along with being a Board Director - 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>



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### **Specific Responsibilities: Board Director – Performance Pathway**

1. In liaison with the Chair, fellow Directors, and the executive team responsible for the performance pathway, to provide strategic support for the overall SSL strategic plan and specific input into the performance pathway strategic pillar.
2. To take an active role on the Performance Pathway Advisory Group, advising and supporting the work of the executive team responsible for the performance pathway strategic pillar.
3. To offer specific support to the SSL Board and executive team in relation to performance pathway strategy development and implementation.

### **General Role of Directors (individually and collectively):**

1. To provide leadership of SSL, as the company, within a policy and procedural framework of effective controls, which enable risk to be assessed and managed.
2. To set the company's strategic aims, ensuring that the necessary financial and human resources are in place for the company to meet its objectives, contributing to the formulation of SSL strategic plans.
3. To set the company's values and standards and ensure that its obligations to its member clubs, to the sport and to other stakeholders (including investors & all its statutory obligations) are understood and met.
4. To exercise all reasonable care and judgement, to uphold the highest standards of integrity and probity, and to safeguard the name and reputation of the company.
5. To ensure the company accounts present a true and fair reflection of its actions and financial performance, and that the necessary internal financial control systems are put in place and monitored regularly and rigorously.
6. To scrutinise the performance of SSL's operational management in meeting agreed goals and objectives and to monitor the reporting of performance against agreed strategic and operational plans and budgets.
7. To develop a constructive working relationship with the Chair, fellow Directors, the Chief Executive and executive leadership team, providing support and guidance in areas of particular expertise and knowledge.
8. To uphold the values of the company, as an appropriate role model and to ensure, as a Director, that he/she promotes equality and diversity for all its members, staff and other stakeholders.
9. To attend SSL Board meetings, AGM and relevant sub-committee, advisory group and working group meetings.
10. To occasionally represent SSL at various formal and informal functions and meetings.

### **Person Specification:**

We seek Board Directors who reflect the organisational values: encouraging inclusivity and diversity across the sport, with a focus upon person centred empowerment, encouraging collaboration across the sport and



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connectivity / partnership working. We actively seek feedback on the work we support and deliver, evaluating and adapting based on what we hear from within and across the sport.

**Time Commitment:**

The Board meets four times each year and there will be a minimum of a further four meetings of the Performance Pathway Advisory Group.

**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 and for the SSL President and Chair of the Board.

**Tenure:**

In line with the SSL Articles of Association, the Non-Executive Director role may serve for a maximum of ten years as a member of the SSL Board.

**Recruitment Process:**

Interested applicants are invited to submit a CV and short cover letter stating why they are motivated to apply for the role to: [governance@scottishsquash.org](mailto:governance@scottishsquash.org) (please mark for the attention of: SSL President).

The successful candidate will be invited onto the SSL Board upon successful interview and selection, and positions will be formally ratified at a future SSL Board meeting and thereafter filed in the SSL records at Companies House.

SSL is committed to driving equality and inclusion in sport and we welcome applications from all members of the community. If you would like to discuss the role, please contact Maggie Still (SSL Chief Executive) on 07718 526366 or Garry McKay (SSL Chief Operating Officer) on 07483 909720. Applications close on Sunday 14<sup>th</sup> January 2024.

Further information on SSL can be found at the website: [www.scottishsquash.org](http://www.scottishsquash.org)

**Please note:**

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

SSL 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.



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