



CHAIR RECRUITMENT PACK

 **BE PART OF THE EXCITEMENT**



ENGLAND
HANDBALL

England Handball, the journey so far

Handball has been played in England for almost 50 years since it was first run by a group of teachers in the North West. For almost four decades handball was mainly played by foreign nationals living in England and there was very little awareness of it in the wider sporting landscape.

However, that situation changed in 2005 when London was awarded the right to host the 2012 Olympics and Paralympics. At that point, the England Handball Association was still a voluntary organisation. However, the opportunity to access public funding in preparation for the London Games meant that a more formal structure was required and the passionate group of volunteers created England's recognised National Governing Body (NGB) for Handball.

England Handball received its first official investment from Sport England for the 2009-13 funding cycle as one of the development sports linked to the Olympics. This enabled the appointment of more paid staff and the start of a journey of increasing delivery and awareness of the sport, with a significant focus on growing participation in schools.

Popularity soared following the 2012 Games and demand for courses and activities increased significantly. Leagues and competitions grew as new teams were formed. In addition, partnerships with a range of agencies were established and England Handball appointed its first national team of development staff.

A doubling of funding for the 2013-17 cycle enabled the recruitment of the first paid CEO and the establishment of the current structure of the association. England Handball is now fully compliant with the Code for Sports Governance and continues to prioritise good governance and effective leadership.

In April 2017, the England Handball Association received a further increase in Sport England investment through to 2021, one of only a small handful of governing bodies to do so. This was in response to the continued growth of the game in England and a measure of investor confidence. England Handball was also shortlisted for the NGB of the Year Award by the Youth Sport Trust in November 2018 in recognition of Handball's engagement with schools.

Some of the major milestones that have been achieved include:

- Increase in the number of teams competing in the National Schools competition from 25 in 2010 to almost 1600 in 2019-20.
- More than 250 teams now compete in England Handball's organised competitions from Under-14 to senior levels.
- England Handball has initiated a National Primary Schools programme with over 1500 Primary Schools registered so far.
- More than 10,000 followers on Twitter and, pre-Covid-19 pandemic, more media coverage at local and national level than ever before.
- 2018 and 2019 National Cup Finals live-streamed on BBC Sport website.
- Annual turnover has increased by over a third since 2013.
- England Handball was one of the first governing bodies to have a greater percentage of female board members, including a female Chair elected in September 2017. Our goal across all our representative bodies is to achieve a minimum of 40% of each gender representation.

England Handball, the onward journey

The achievements of recent years have created the ideal platform for an exciting future and the England Handball Board has set an ambitious strategy for growth, innovation, inclusion, and sustainability. The new chair will take up the position at a key moment. Each sport has been severely impacted by the pandemic and subsequent lockdowns – some more than others – but we all start from as close to a level playing field as possible. We must make sure we build back stronger than ever before and use this unique opportunity to recover and plan for growth. The chair will play a pivotal role in this ambition and will be responsible along with the CEO for the delivery and oversight of the organisation’s new strategy 2022-2030.

Handball is a core university sport, recognised by British Universities and Colleges Sport; growth in participation and membership are anticipated; and the performance of elite handball teams continues to improve on the world stage.

The future is not without challenges and the sports sector is constantly evolving with a need to open sport to wider groups through creative partnerships, new formats, and inclusive practice. England Handball is sufficiently agile to be able to respond to opportunities as they arise, and the Board works closely with the staff team to review and adapt the strategy to ensure we are focused and efficient in our delivery.

Changes in public policy and investment mean NGBs are subject to rigorous standards and, as we move towards the next funding cycle, England Handball will have a strong case for continued funding based on its ability to deliver sporting, social, inclusion and talent development goals.

The new Chair will be joining a vibrant Board supported by a dedicated team of staff and volunteers, as we look to build on our achievements to create a successful and sustainable future for handball.



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Message from the CEO, Mike Bain



As CEO of England Handball, we have bold ambitions to grow the sport throughout the remainder of this decade; significantly increasing the popularity of handball, the number of regular players and the diversity of our audiences. Handball is the most exciting, high scoring, action-packed team sport that can be played anywhere by anyone. It is still relatively small in England compared to the presence of handball across the rest of the world, and so the opportunity for continued growth guarantees more excitement ahead.

There is a great depth of experience and diversity on the Board, from within handball, other sports and broader business experience. Together they are passionate about the future for handball. I am excited to work closely with the new chair to deliver the strategy, grow the sport and establish handball as a major sport in this country.

Equality and diversity

Handball belongs to, and should be enjoyed by, anyone who wants to participate in it. England Handball is fully committed to promoting equality of opportunity, and good relations between people with diverse backgrounds and needs, as well as eliminating harassment, unlawful and institutional discrimination, and victimisation.

All appointments, whether for staff or volunteers are carried out in accordance with the England Handball Association's Fair Recruitment and Selection Procedure, and we welcome applications from those communities under-represented in sport - in particular, people from ethnic minorities, people with disabilities and women.

Safeguarding

England Handball is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.



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The Board

The Board oversees all of England Handball's activities with overall responsibility for its strategic performance, resources, and assets. It ensures accountability of the Chief Executive and the rest of the staff.

The Board prides itself in being a diverse group which has significant experience in the handball, business, and the wider sports sector. This currently consists of a Chair, a Vice Chair (Senior Independent Director), four independent directors and four elected directors.

The Board meets formally six times a year with additional teleconferences as required. There is an expectation that Board members will also support specific projects or be members of one or more sub-committees as well as attend the occasional handball event. Reasonable expenses will be paid for this position.



Who we are looking for?:

England Handball is seeking a Chair to join the Board who can lead the Board of England Handball, ensuring that:

- The highest standards of probity and governance apply in relation to the conduct both of the Board and of the operations and activities of the organisation.
- England Handball's business is conducted in accordance with its purpose, as set out in its constitutional documents, and associated strategy, values, and policies, and with all legal and regulatory requirements.

You will be a confident communicator and strategic thinker. You will bring experience of leading and working collaboratively on a board or similar committee and have a strong commitment to equality, diversity, and inclusion. We look for colleagues who will encourage, challenge, and support us to be the best that we can be. You will have a commitment to understanding and acceptance of the legal duties, responsibilities, and liabilities of a Company Director.

Previous experience in sport is desirable although not essential however, an understanding of the sport sector may be helpful. It is essential that you have the interpersonal skills to connect with a diverse range of stakeholders. Above all else, you will have a desire to improve the organisation and further develop the sport in England. A full role description is detailed below.

Opportunities and benefits:

By joining us at this stage of our journey you will have the opportunity to:

- Be responsible for the growth of handball in England, leading change, addressing challenges, and exploring new opportunities.
- Be a part of a highly skilled and inclusive Board of Directors from diverse sectors and backgrounds.
- Develop your leadership skills and knowledge.

Remuneration:

The role of the Chair is not accompanied by any financial remuneration, although expenses for travel may be claimed.

Location:

Remote working with meetings held via zoom or in London, Loughborough, Derby and Nottingham.

Time commitment:

An average of 2-3 days per month including attending six Board meetings per year, the Annual General Meeting, committee meetings plus online communication as required between meetings.

Reporting to:

England Handball Association Board.

Accountability:

The Chair has ultimate responsibility for the decisions made by the Board and for the success of the England Handball Association as the National Governing Body (NGB) for Handball. The Chair is appointed through an open process led by the Nominations Committee which is appointed by the Board. The Chair, along with the Vice Chair and non-executive directors report directly to England Handball Association.

JOB DESCRIPTION

Objective:

The Chair should run the Board, in conjunction with the Vice Chair and Chief Executive, setting the agenda for each meeting and ensuring effective implementation of Board decisions. He/she should guide the Board in fulfilling its responsibilities concerning statutory and regulatory compliance, contractual and commercial obligations; the good governance of England Handball; its financial stability, the most appropriate use of funds; and appropriate risk management.

Principle Responsibilities:

Strategic Leadership

- The Chair will lead on the recruitment, induction, and development of directors, and evaluate their performance, to increase the effectiveness of the whole team. Recruitment should be from within and outside of the sport.
- Develop the knowledge and capability of the Board through leading and mentoring other Board members and enable access to training/coaching information to enhance the overall contribution of the Board.
- Ensure the Board undergoes an appraisal process on an annual basis.
- The Chair should also liaise with the Chief Executive to address any areas of conflict within the Board and/or organisation and ensure that each Board Member has the necessary freedom and opportunity to express her/ his views. The Chair should also be available for consultation with any Board member.
- The Chair should lead the oversight of the vision, strategy, values, and policies of England Handball, in collaboration with the Vice Chair, CEO and Board members – championing the organisation and ensuring it is respected as a governing body.

Communications

- Along with the rest of the Board the Chair should ensure clear and effective communications to all major stakeholders, including the membership and wider handball community.
- They should maintain outside contacts with the sport's funding partners, sponsors, potential investors, and the public, assisted and advised where appropriate by the senior management, and act as spokesperson for the Board.

Relationship with the CEO and Management team

- Establish and build a strong, effective and a constructive working relationship with the CEO, ensuring that she/he is held to account for achieving agreed strategic objectives.
- Support the CEO, whilst respecting the boundaries which exist between the two roles.
- Conduct an annual appraisal and remuneration review for the CEO in consultation with the Remunerations Committee.
- Ensure that the CEO has the opportunity for professional development and has appropriate external professional support.

Efficiency and effectiveness

- Chair meetings of the Board effectively and efficiently, bringing impartiality and objectivity to the decision making process.
- Ensure that Board members are fully engaged and that decisions are taken in the best, long term interests of the organisation and that the Board takes collective ownership.
- Ensure that decisions taken at meetings are implemented.

PERSON SPECIFICATION

Persons holding, or standing for election for, the role of Chair of England Handball should meet the following personal specifications.

Required key skills, experience, and qualifications:

- Experience as a director, trustee, or committee member in a commercial or voluntary or public sector context.
- Established reputation as a leader and strategic thinker within sport or elsewhere.
- Significant experience of operating at a senior level in a strategic capacity.
- Ability in partnership working and relationship management.
- Ability to build and maintain strong, transparent relationships with key stakeholders.
- Ability to support, challenge and manage a relationship with the Chief Executive and Board Members.
- Experience of speaking in public and to the media.
- A strong demonstrable commitment to equality, diversity and inclusion.

Desirable skills, experience, and qualifications:

- An understanding of community sport and its potential impact on improving people's lives.
- Working knowledge of sports-related public affairs.

Required behavioural competencies and qualities:

- Strategic perspective, vision, and ability to work positively within a team.
- Drive and commitment and the ability to demonstrate this to others.
- Strong interpersonal, communication and negotiation skills and the ability to develop effective, sustainable partnerships.
- Selflessness, integrity, objectivity, accountability, openness, honesty, and leadership (Nolan Principles).
- Commitment to the sport and the organisation.
- Strong intellect and analytical ability.
- Innovative thinker and ability to focus on the issues to be dealt with.
- Dynamism, enthusiasm, and energy.
- Resilience and ability to make things happen.
- Willingness to devote the necessary time and effort.
- Willingness to be an ambassador for the organisation and the sport.
- Willingness to adhere to the England Handball Board Code of Conduct.

To Apply:

For an informal discussion about the role, please contact England Handball's appointed advisors, Perrett Laver, by contacting Research Associate, Joe Blanch at joe.blanch@perrettlaver.com or +44 (0)20 7340 6258.

Applications can be uploaded at <https://candidates.perrettlaver.com/vacancies>, quoting reference number **5766**, clearly identifying how your skills and experience are relevant to the requirements outlined in the role description and the unique qualities you will bring to the role.

The closing date for applications is 5pm Monday 18th April 2022

Interviews: W/C Monday 9th May 2022