

Proposal for amendment to EHA Articles of Association regarding the recruitment of the Chair

What are we proposing?

A change to the EHA's constitution that will make the chair's position an appointed rather than an elected role.

Why?

The EHA receives the majority of its funding from Sport England. A key condition of receiving ongoing investment is the need for governing bodies to meet, and abide by, the criteria of the new Code for Sports Governance launched in Oct 2017.

One of the Code's recommendations is for NGBs to consider appointing a Chair when the opportunity arises and as the EHA continues to grow and become more sophisticated, an experienced and ambitious Chair will be crucial to driving the continuing success of the association. We have the best interests of our members at heart and would like to be able to appoint the best person available by selecting from the widest possible pool of candidates.

Independent?

We are **not** proposing that the Chair must be independent. The Code for Sports Governance does not require this and we feel it would be unhelpful to exclude any potential candidates from consideration.

We are **not** excluding EHA members from applying – far from it. In fact, the ideal candidate would be someone who combines strong skills and experience in chairing boards of growing businesses, with a passion for handball.

If we make the change, how will the chair be selected?

There would be an open and transparent selection process as for any other board appointment or senior executive role.

The process will be managed by a committee appointed by the board. We envisage that this committee would comprise:

- the existing chair
- the vice chair
- an appointed director
- an elected director
- 2 representatives from the membership

The committee will:

- draw up a role description and arrange for the role to be advertised;
- review applications and select a shortlist for interview; and
- present its preferred candidate to the board for approval.

The new chair's appointment will be subject to ratification at the AGM

Why is this process better than choosing between 2 or more candidates?

We believe that the proposed process is sufficiently rigorous to select the right candidate and strikes the right balance so as to enable us to attract the best candidates whilst giving members an appropriate level of representation and oversight.

Asking members to choose between 2 or more candidates at the AGM would, we feel, be counterproductive and possibly unfair:

- members would be asked to make a decision on the basis of summary information and presumably a short presentation and without the benefit of access to full cv's, references, meeting notes and group and individual interviews. The candidate with the best presentation skills may not be the best person for the role.
- candidates may be unwilling to put themselves forward if, following a rigorous selection process, the decision ultimately comes down to whether members are swayed by a short presentation. The chair position is a senior professional appointment and as such we believe that the selection process should reflect this and be conducted in line with recruitment for similar positions if we are to attract the widest pool of candidates.

Further consultation

You will have the opportunity to ask any questions about the proposal during the Club meetings taking place at the beginning of March, as well as at the EGM on 18 March.

At the same time, we will be seeking your views on whether the Association should create a new role of President. We envisage that this new role would:

- be elected by members for a non-renewable 2 year term;
- be invited to attend board meetings;
- be an ambassador for the association at home and internationally, including at IHF and EHF congresses; and
- have specific responsibility for representing the views of members.

We look forward to receiving your views on this proposal. If members are supportive we would put forward a formal proposal at the AGM in June.

On behalf of the Board of the EHA