

CANDIDATE BRIEFING DOCUMENT

***CHAIR
BRITISH FENCING***

MARCH 2024

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ABOUT BRITISH FENCING

British Fencing is the National Governing Body for the Olympic and Paralympic sport of fencing in the United Kingdom.

Our members are the fencers, clubs, coaches, referees and countless volunteers who make up the British Fencing community. We aim to support them on every step of their development journeys, helping them to realise their goals in a safe, enjoyable and respectful environment. We support all ability levels: beginners, recreational fencers as well as elite international, Olympic and Paralympic athletes.

We understand the vital importance of accessibility, inclusivity and diversity, which we actively promote through our programmes. We believe that fencing is for everyone and through our social impact programmes, we aim to deliver a positive impact on people's lives.

THE ROLE

The Board is seeking an individual with outstanding leadership skills and achievements, with the passion and commitment to devote to the Board and stakeholders at this exciting time for the sport.

The successful candidate will Chair one of the most diverse Boards in Olympic sport, and work closely with the Chief Executive. The ideal candidate is likely to have strong experience gained in a similar role within the sport sector, not for profit or wider corporate sectors.

Experience of working in an organisation that has a membership would also be helpful. In addition, this person is likely to have experience as a Trustee or Non-Executive Director with a strong understanding of risk and governance. They should have a collaborative approach and desire to bring their skills and commitment to further develop fencing across the country at grassroots and performance level, ensuring our sport remains inclusive to all.

This position has a 4 year period of office and that can be renewed for one further 4 year cycle.



RESPONSIBILITIES

- *Develop strong, effective and harmonious working relationships with the Directors of the Board, ensuring that they are updated on progress against the achievement of the organisation's strategic plan and on significant issues/developments which are likely to impact British Fencing's strategies, policies and performance.*
- *Provide effective management of the Board and CEO, to achieve the highest possible performance in delivering British Fencing's strategic objectives; monitor and review the performance of Board and CEO against key targets.*
- *Ensure that British Fencing connects well with members, actively seeking and acting on feedback to develop and strengthen member engagement.*
- *Build and maintain strong relationships with all key stakeholders and decision makers that will benefit British Fencing; engage at a national level in support of the executive team to promote British Fencing, protect and enhance its reputation and ensure that its interests are represented and safeguarded.*
- *Engage in effective and timely communications with the Board to enable them to fully contribute to the strategic goals of the organisation.*
- *Ensure budgets and long-term financial plans are produced on a timely and realistic basis and that British Fencing has effective systems of financial reporting and control, which includes regular reporting to the Board.*
- *Ensure that the major risks to which British Fencing is exposed are kept under review and appropriate mitigation measures are in place.*
- *Ensure that British Fencing has appropriate policies and procedures in place, applied and monitored, including those related to employment, Health and Safety, Safeguarding and Equality and Diversity.*
- *Ensure British Fencing fulfils its legal, statutory and regulatory requirements from Government, funding and regulatory bodies, sponsors and partners.*

PERSON SPECIFICATION

- *Proven experience in leading a commercially-sustainable organisation, business or unit, with strong people and governance skills.*
- *A track record of effective, credible and facilitative leadership gained in a senior managerial capacity.*
- *A strong understanding of governance and experience of working effectively and in partnership with trustees and/or non-executive directors.*
- *A demonstrable track record of success in developing and maintaining collaborations with a range of partners and stakeholders.*

KNOWLEDGE

- *A thorough understanding of Board Governance, budgeting, financial analysis and strategic planning is essential.*
- *Have an understanding of sport in general.*
- *A developed understanding and appreciation of commercial opportunity within the sport sector would be an advantage.*

SKILLS AND ABILITIES

- *Outstanding Chair skills.*
- *Outstanding advocacy and communication skills, with the ability to engage with individuals, groups and the public, including Board, members, staff, sponsors, volunteers and media.*
- *Strong commitment to equality and diversity.*
- *Strong commitment to safeguarding.*

PERSONAL DISPOSITION

- *A very strong sense of purpose and the ability to leverage the potential of others.*
- *Strong leadership skills, as well as energy and enthusiasm for the role.*
- *Personal integrity and commitment to openness, inclusiveness and high standards.*





FURTHER INFORMATION

Our objectives include:

A pathway to international success.

With the support of our Athlete Development Programme, our athletes are producing some of the best results in recent history and we are excited at the prospect of supporting them to future Olympic and Paralympic success.

Maximising the wider benefits of fencing and its positive impact on people's lives.

Our flagship Muslim Girls Fence project has been running for nearly 8 years, and is currently delivered in 4 cities across the UK and featured in the 2023 This Girl Can campaign. Our new Fencing for Change project, using fencing to improve physical literacy and reducing social isolation for children with ASD, is also expanding. We will continue to explore opportunities for fencing to be used as a tool for social change.

Accessible and inclusive swordplay opportunities delivered via partnership programmes.

We support activity providers who together deliver over 300k unique fencing experiences every year. We have also developed and recently launched our Ofsted-aligned We Are Forging Futures personal development programme for schools, giving young people the chance to experience fencing whilst building resilience and self efficacy. We have ambitious plans to improve and grow the opportunities for young people to participate in fencing.

A stronger, empowered, diverse and inclusive community of 30,000 fencers, volunteers, coaches and supporters.

We will continue to build our community, supporting them to deliver and participate in inclusive fencing opportunities across the UK, founded on our principles of 'Be Safe, Have Fun, Feel Welcome'.



HOW TO APPLY

To apply for the role, please email your CV with a brief cover letter (ideally as one document) to retained consultant:
daryl.mason@hartmannmason.com

If you would like to discuss the role or the application, please email Daryl on the same email address to arrange a call or ask a question.

We welcome applications from all sections of the community, regardless of age, race, colour, sex, marital status, religion, ethnic origin, nationality, disability or sexual orientation.

Closing Date: 22nd April 2024

Remuneration: There is an honorarium payable with the role

The term is for four years and can be extended on a mutually-agreed basis

Location: Flexible

