

Role Description

Title: Home Nations Director

Responsible to: Chair of the Board

Term: 4 years with possibility of a second term

Time Commitment: Approximately 1 day per month

Remuneration: Out of pocket expenses will be covered in line with British Wrestling's expenses policy

In addition to the general responsibilities placed on all Directors, a Home Nations Director is responsible for:

- Providing expertise in the administration, development and improved performance of wrestling
- Provide knowledge and guidance as to the issues impacting on the appropriate Home Nations constituents (regions, clubs, members)
- Acting as an alternative point of contact for constituents from the appropriate Home Nation to share any concerns if the normal channels of the Association's management fail to resolve the matter, or in cases where such contact is inappropriate

Responsibilities of all directors:

- Provide strategic leadership for the British Wrestling Association, ensuring that the Association has a clear vision, mission and strategic direction and is focused on achieving these.
- Scrutinise and contribute to reviews of management performance ensuring that the Association measures its progress towards its strategic objectives.
- Ensure that major risks to the Association are identified and reviewed, and that systems are in place to mitigate or minimise these risks.
- Provide accountability and compliance by taking care that the Association is complying with its legal, statutory, and regulatory responsibilities.
- Ensure that the Association meets its financial obligations and that there are adequate financial controls in place.
- Contribute to setting the BWA's values and standards and ensure that its obligations to its stakeholders and others are understood and met.
- Ensure that the necessary financial and human resources are in place for the BWA to be able to meet its strategic objectives.
- Establish and maintain appropriate governance structures for the size and complexity of the Association, creating policies and guidelines to govern activity.
- Participate in events and activities promoting the Association, being visible to the wider membership.


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- Maintain effective Board performance through preparation and contribution to deliberation, consensus-building and decision-making at Board meetings.

Person Specification

Successful candidates will demonstrate:

- Knowledge and experience of wrestling in the appropriate Home Nation, across the UK and internationally in one or more of the following areas:
 - Grassroots development
 - Performance programmes
 - Competition delivery
 - Wrestling administration
- Experience of strategic leadership at either an executive or non-executive level
- Excellent interpersonal, leadership and influencing skills, and the ability to contribute effectively to the board and committees and communicate effectively with stakeholders at all levels
- Experience and skills to influence and contribute to strategy discussions and decision-making at board level.
- A passion for sport and understanding of the power that sport can have to change lives and support social mobility.

British Wrestling Directors are expected to demonstrate all the following personal competencies and qualities and the capacity to apply these to the direction of the organisation:

- Empathy with the vision, mission and aims of British Wrestling and a way of working that demonstrates this.
 - Thinking and applying knowledge strategically.
 - Analysing and evaluating management information and other evidence.
 - Communicating clearly and sensitively and taking an active part in discussions.
 - A willingness to speak their mind, while also listening to the views of others.
 - Challenging constructively and asking questions appropriately.
 - Exercising sound and independent judgement.
 - A proven track record of effective, independent, decision making.
 - Demonstrable commitment and track record of promoting greater diversity and inclusion.
 - Working effectively as part of a team to make collective strategic decisions and accepting collective responsibility for decision making.
 - Managing difficult and/or challenging situations.
 - Maintaining confidentiality.
 - Personal credibility, with an ability to act as an ambassador for the Association with a variety of stakeholders.
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