

CANDIDATE INFORMATION

BACKGROUND

OUR PURPOSE

To lead the growth and success of badminton in England

OUR VALUES

- **FOCUS** - Pursuing goals with clarity, drive and determination
- **AMBITION** - Striving to attain excellence with motivation and passion
- **COURAGE** - Having the confidence to evolve by making the right decisions for the right reasons
- **TEAMWORK** - Understanding and respecting each other's roles and being a supportive unified team

OUR VISION

To be one of the nation's most popular sports and consistently win medals at World, Olympic and Paralympic level.

OUR OBJECTIVES & STRATEGY

MORE PEOPLE TAKING PART IN BADMINTON

- Grow grass roots badminton

WIN WORLD OLYMPIC & PARALYMPIC MEDALS

- A system that identifies and develops player potential
- A system that delivers consistent World Class performances

BUILD FINANCIAL RESILIENCE, BE A WELL GOVERNED ORGANISATION

- Greater financial independence and sustainability
- Demonstrate compliance with the UK Governance Code

THE APPOINTMENT

Badminton England is in an exciting period of business transformation as the organisation continues its journey towards the achievement of its vision.

Badminton England is one of the leading national governing bodies of sport in England. It has grown to be the fifth biggest participation sport in England and it owns the All England Open Badminton Championships, the greatest and most prestigious open championships in the world and a 'major' tournament that reaches a global audience of 250 million annually.

As it strives to consistently medal at world Olympic and Paralympic level, recent achievements include GB's first ever Men's Doubles Olympic medal, a World Championship medal, six Commonwealth medals, three European golds, one silver and two bronze and in Parabadminton, Team England won eight World Championship medals including four gold and it won an amazing 14 European medals, including seven gold.

All board members are expected to meet the following criteria in order to make a positive and meaningful contribution to the organisation.

INTEGRITY

High ethical standards

SOUND JUDGEMENT

Willingness to challenge

LEADERSHIP

Ability to gain respect and attention

CRITICAL THINKING

Creativity, strategic awareness, taking a wider view

BUSINESS ACUMEN

Ability to identify new opportunities, embrace change, innovate

ASSIMILATION

Rapidly able to absorb new information, especially financial and statistical information

DETERMINATION

Strong drive to be successful

POLITICAL ASTUTENESS

Diplomatic. Aware of the possible implications of messages being conveyed.

LEARNING

Willing to learn and develop self. Learning from mistakes rather than being intimidated by them.

PRIMARY LEGAL RESPONSIBILITIES

Understanding of and compliance with the legal responsibilities of being a Board member

COMMITMENT

To attending Board meetings and participation in relevant debates. Willingness to take on subsidiary Board activities as a Chair or Board of Directors member. Prepared to use their skills, knowledge and experience as a mentor as and when required.

Elected Directors are voluntary positions and while the appointment will be made entirely on merit based on skills and experience, Badminton England strongly encourages and welcomes expressions of interest from candidates from the BAME community or who have a disability, where there is currently under-representation on the Board.

MAIN TASKS, DUTIES AND RESPONSIBILITIES

STRATEGIC

- All Board members are expected to provide strategic leadership, insight and guidance to ensure that Badminton England achieves their strategic objectives.
- Make a positive contribution to the ongoing development and review of the strategy.

LEADERSHIP

- Provide leadership and guidance to Badminton England staff and contribute to the ongoing work of an Advisory Board.
- Ensure that Badminton England meets the highest standards of corporate governance and seeks compliance with appropriate regulations.
- Be an ambassador for the sport and liaise with external stakeholders in collaboration with staff.

COMMUNICATION

- Promote the strategy and objectives to internal and external stakeholders.
- Advocate on behalf of Badminton England in collaboration with fellow Board Members, the Chair and Staff.

PERSON SPECIFICATION

CONTRIBUTION TO BADMINTON

- Proven experience in identifying and developing players and coaches
- Organiser involved in running a successful club, county or tournaments
- Passionate about wanting and contributing to growth and success.

INDEPENDENCE

- Each Board member will provide objective input to the Board's decision making process without the potential for a vested interest in the decision outcomes

KNOWLEDGE

GOVERNANCE

- Knowledge of the pathways and structures within English badminton, including participation, coach learning and development and competition
- An understanding and agreement of the legal duties, responsibilities and liabilities of a corporate body.

STAKEHOLDER RELATIONSHIPS

- An understanding of the badminton environment, including relevant collaborations/partnerships.

COMPETENCES

COMMUNICATION

- Ability to demonstrate excellent communication and interpersonal skills in a variety of situations.
- Ability to balance the need to speak candidly with tact and diplomacy.

INDEPENDENCE AND INNOVATION

- Ability to take an independent view when required.
- Ability to think creatively
- Ability to demonstrate flexibility and open mindedness.
- Able to take a forward-looking approach.
- Able to balance the traditions of badminton with a commercial outlook.

RELATIONSHIP MANAGEMENT

- Awareness of what is required to meet stakeholder expectations.
- Recognise and value the contribution of others.
- Provide timely feedback for support and learning.
- Display attitudes and behaviours that respect and value diversity and promote equal opportunities.

EXPERIENCE

- Experience of contributing in a Board environment.
- Experience of complex organisations with multiple stakeholders (desirable)