

BSAC Council – recruitment of Independent Non-Executive Director (NED)

1. Welcome from the Chair – Edward Haynes

Thank you for your interest in becoming an independent Director of the British Sub-Aqua Club (BSAC). BSAC is the National Governing Body for scuba diving and snorkelling in the UK. Council is BSAC's Board of Directors. Council sets BSAC's strategic direction and oversees its implementation.

This is the first time we will have appointed a person who is not a member or past member of BSAC to Council. It is also the first time a member will join Council who has not been elected by the membership. We have created the role as part of a wider modernisation of our governance, to apply best practice and in order to progressively meet the requirements of the Sports and Recreation Alliance (SRA).

As specified by the SRA *"independence is defined clearly to mean that directors have no interest in the organisation which could influence their objective judgement, as the more directors know about the company and its operations, the less objective they become"*. This means that to be eligible you cannot be or have been a member of BSAC.

Council wishes to appoint a motivated individual who meets the person specification and is willing to contribute their time free of charge (excepting expenses). We are especially interested in candidates with experience of a National Sports Governing Body other than BSAC.

As a Council member, you will be an independent director of BSAC Ltd. and its subsidiary BSAC International Ltd. Your appointment would be for three years, with the option of a further three year period by mutual consent.

If you would like learn more feel free to contact me directly for an informal conversation.
chair@bsac.com

Edward Haynes
BSAC Chair



2. Role description

Person specification

We welcome applications from people of all ages, genders, ethnicities and backgrounds.

We are looking for people who:

- 1.** Have demonstrative experience of one or more of the skills and experiences listed below.
- 2.** Have a clear commitment to improving diversity and promoting inclusion in BSAC and have an awareness of the needs of under-represented groups.
- 3.** Have knowledge of effective governance and commitment to the highest standards.
- 4.** Have integrity, independent judgement, an ability to challenge and think creatively, and a willingness to speak openly.
- 5.** Can step away from the detail, giving the strategic focus and direction necessary to for the organisation to flourish and develop in future.
- 6.** We are actively seeking diverse thinking and experiences to help us improve and be fit for the future and will make a commitment to the role and devote the necessary time.

Previous board experience is useful but not essential.

Skills and experience

All individuals who are appointed or elected to Council undertake the role as unpaid directors of the board of BSAC and, as such, have legal obligations under the Companies Act 2006.

As with any board, we are looking for individuals with the business skills and experiences required to administer BSAC effectively. We are, therefore, looking for directors who can demonstrate competence in one or more of the following areas:

Expertise in...

- National Sports Governing Body other than BSAC
- Charity Governance
- International Business Development and Partnering
- Sources of Funding

Key responsibilities (jointly, with other directors):

1. Ensuring that the organisation has a clear vision and strategic direction and is focused on achieving these.
2. Being responsible for the overall performance of the organisation and for its culture and ethos.
3. Ensuring that the organisation complies with all legal and regulatory requirements.
4. Acting as a guardian of the organisation's assets, both tangible and intangible, taking all due care over their security, use, and application.
5. Ensuring that the organisation's business performance and governance is of the highest possible standard.

Time and commitment

You will be expected to attend six Council meetings a year. The majority of these will be held virtually, with two meetings held in person. In addition, there will be a requirement for you to participate on Council sub-committees.

You will also be expected to provide direction and support to specific projects relevant to your skills and experience as agreed by Council.

While the role is voluntary and unpaid, we do pay directors' travel expenses and provide a full induction to the organisation's work.

For more information on this role please contact Mary Tetley, CEO, at maryt@bsac.com or Edward Haynes, BSAC Chair of Council, at chair@bsac.com for an informal chat.

Term of office

The appointment is for a three-year term which will commence following endorsement at the BSAC Annual General Meeting (AGM), up to a maximum of nine years of continuous service.

3. About us

BSAC is the national governing body for scuba diving and snorkelling in the UK. In addition to in the UK, we have a network of clubs and centres overseas with the same core values of excellence in training, safety, and growing the sport. We are at an exciting phase in the implementation of our new three-year strategy.



Our strategic aims are to:



Our mission

Our mission is at the heart of all we do. It describes the world that we want to see. To us scuba diving plays such an important role in both the physical and mental wellbeing of our members, the environment which we share with nature, and the development of our organisation's role in society. Our published mission statement is set out below.

To be the 'go to' community for anyone wanting to learn about, enjoy, and protect the underwater world (published January 2021).

Our strategic aims

1. Through **quality and consistency** of our training, enhance our leadership role in underwater sport.
2. Understand, mobilise, and connect the BSAC **community**; ensuring that community is accessible to all.
3. Strengthen our leadership role in the protection and conservation of the marine **environment**.
4. Stimulate a culture of **discovery and learning** through adventure in diving, the underwater world, and beyond.
5. Increase the **capacity and capability** of BSAC to achieve its strategic ambitions.

See more information on our current three-year strategic plan at bsac.com/strategy.

Governance

We are committed to high standards of governance and comply with the relevant principles as outlined in the BSAC Articles.