Role Description

Role Title: Board Director – Strategy, Change and Leadership

Department: Swim England North East

Reporting to: Regional Board of Directors

Term of Appointment: 3-year rolling term, renewable up to a maximum of 3 consecutive terms (9 years)

Grade: Voluntary Role

Role Purpose:

- This is a strategic, non-operational Board role.
- To strengthen the Board's governance, risk, compliance and assurance capability.
- To provide informed, independent challenge and advice during a period of organisational and governance uncertainty.
- To help ensure SENER continues to operate effectively, responsibly and in accordance with its Articles, applicable law and relevant regulatory requirements.

Key responsibilities

- Contribute to the development, review and evaluation of SENER's strategic direction and priorities.
- Bring constructive challenge to strategic proposals, identifying opportunities, threats, dependencies and unintended consequences.
- Provide insight and challenge around organisational change, workforce planning, organisational culture and future operating models.
- Support the Board in considering different strategic scenarios and their financial, organisational and stakeholder implications.
- Use experience of complex change and partnership working to help the Board navigate uncertainty constructively.
- Contribute to discussions about the future relationship between SENER, Swim England and the wider sporting system.
- Support effective stakeholder engagement and influence, particularly where different organisations or stakeholder groups have competing priorities.
- Contribute to Board succession, development and effectiveness.

Skills and experience required

Essential

- A commitment to the purpose and ongoing success of Swim England North East.
- Ability to act collectively in the best interests of SENER and to maintain appropriate Board confidentiality.
- Ability to listen, debate, question and challenge constructively.
- Ability to understand financial information and the implications of decisions for organisational sustainability.
- Willingness to contribute actively to Board meetings, preparation and agreed Board activity.
- Significant senior leadership, strategic management or organisational change experience.
- Demonstrable experience of working through complex change involving multiple stakeholders.
- Ability to think beyond immediate operational issues and consider longer-term organisational consequences.
- Strong influencing, negotiation and relationship-building skills.

Desirable

- Experience at executive or Board level in a large, complex or multi-stakeholder organisation.
- Experience in business transformation, organisational development, HR/people leadership, consultancy, commercial leadership or partnership development.
- Experience within sport, education, public service, health or another purpose-led organisation.
- Experience of leading organisations through uncertainty, restructuring or changes to governance/operating models.

Appointment route:

Please send your CV and a personal statement (500 word limit) outlining why you are interested in this voluntary role to louise.graham@swimnortheast.org