

# COMMONWEALTH GAMES ENGLAND



## NON-EXECUTIVE DIRECTOR – ATHLETE REPRESENTATIVE

### BACKGROUND: THE COMMONWEALTH GAMES

The Commonwealth Games is a multi-national, multi-sport event. Held every four years, it involves the elite athletes of the Commonwealth of Nations. Attendance at the Commonwealth Games is typically around 5,400 athletes.

The Commonwealth Games Federation (CGF) is the organisation responsible for the direction and control of the Commonwealth Games. Individual participating countries have Commonwealth Games Associations, responsible for the national team's attendance and performance at the Games.

The first Games, then known as the British Empire Games, were held in 1930 in Hamilton, Ontario, in Canada. The name changed to British Empire and Commonwealth Games in 1954, to British Commonwealth Games in 1970 and to the current name of the Commonwealth Games in 1974.

As well as many Olympic sports, the Games also include some sports that are played mainly in Commonwealth countries, such as lawn bowls, netball and squash.

There are currently 53 members of the Commonwealth of Nations, and 71 teams participate in the Games. The four constituent countries of the United Kingdom - England, Scotland, Wales and Northern Ireland - send separate teams, and individual teams are also sent by Guernsey, Jersey and the Isle of Man.

Only six teams have attended every Commonwealth Games: England, Australia, Canada, New Zealand, Scotland and Wales. Australia has topped the medals table at twelve games, England at seven and Canada once.

Birmingham 2022 will be the third addition of the Games hosted in England. The previous two additions were in London in 1934 and in Manchester in 2002.

### THE VALUE OF THE COMMONWEALTH GAMES

The Games may be famously friendly, but competition is often fierce. For some non-Olympic sports, they are the pinnacle. Medals are prized very highly by those who win them and over the years there have been many iconic performances. Different memories will stand out for different people, but few will forget Daley Thompson's explosion onto the world stage at the Edmonton Games in 1978 or Paula Radcliffe's record breaking 5000m at Manchester in 2002.

The Games play a vital part in the cycle of competition and the athlete's development pathway. They provide experience of major international competition in a multi-sport environment. People learn how to handle themselves. They relish the opportunity to win medals, and 'learning how to win' is a key development experience. For athletes and coaches the Commonwealth Games are a vital stepping stone to the next Olympic Games. For team management and support staff (including doctors, physiotherapists and

psychologists) they are great training for what is to come. It is almost impossible to exaggerate the impact that the London and Glasgow Games have had.

They dominated our lives for months before they happened and will now shape them for years afterwards. Our challenge is to ensure that this fervour continues and builds to Birmingham 2022. The Games contribute not only to sport but also socially and culturally. They are largely about young people and they are inherently multicultural. Their historic sporting spirit and joyful 'feel' have earned them the soubriquet, uniquely amongst similar world events, of 'the Friendly Games'.

## **COMMONWEALTH GAMES ENGLAND**

Commonwealth Games England is responsible for preparing and delivering the England Team at the Commonwealth Games and Commonwealth Youth Games. Our core purposes are to lead and manage the participation of Team England and to deliver excellent performance and support environments. Commonwealth Games England also aim to represent England effectively within the CGF, and to raise the profile and reinforce the value, reputation and future of this great sporting event. Commonwealth Games England consists of a board of directors chaired by Ian Metcalfe, and an executive team led by our Chief Executive Officer, Paul Blanchard.

Commonwealth Games England's vision is:-

***“Empowering our athletes’ success and inspiring personal achievement through the power of sport”.***

Commonwealth Games England's values are:-

- **PERFORMANCE:** This is our commitment. We give our best every day. We go for gold. We leave it all out on the field.
- **RESPECT:** This is our foundation. We stay humble and work hard. We do it right for our teammates, our supporters, our Nation.
- **INSPIRATION:** This is our purpose. We inspire the Nation and the next generation. We write history every day.
- **DIVERSITY:** This is our strength. We connect, collaborate and communicate as Team England. Together we are stronger. We openly celebrate together.
- **EXCELLENCE:** This is our benchmark. Every detail makes a difference. Our standards are second to none and results follow.

Commonwealth Games England's Key Strategic Priorities for the B2022 Cycle are:-

- Deliver Team England success in the Commonwealth and Commonwealth Youth Games
- To support the values of, and positively influence the Commonwealth Movement in the UK and internationally
- To promote the success, profile and importance of English Commonwealth Sport
- To be one of the most effective, respected, best-governed and well-managed sports associations in England and the Commonwealth

## THE COMMONWEALTH GAMES ENGLAND BOARD

The Board comprises:

**Chairman:** Ian Metcalfe

**President:** Denise Lewis OBE

**CEO:** Paul Blanchard

**Non-Executive Directors:** Jenny Ashmore, Simon Ball, Delia Bushell, Ali Jawad MBE, Dawn Newbery, Chris Simpson, Dame Caroline Spelman MP, and Nigel Walker.

The Board meets regularly and is supported by a number of committees including the Sports Sub-Committee.

### THE ROLE OF NON-EXECUTIVE DIRECTORS

The non-executive directors have responsibility for:

- **Strategy** – establishing the overall strategic direction of Commonwealth Games England;
- **Specialist knowledge and expertise** – sharing this with the Board and Executive Team for the benefit of Commonwealth Games England;
- **Working with the Executive Team** – providing oversight, guidance and support to the Executive Team;
- **Performance** – monitoring the performance of the Executive Team and Board and taking action to maximise performance;
- **People** - providing independent views on appointments and remuneration;
- **Advocacy** – acting as effective advocates and influential ambassadors for Commonwealth Games England and sport in the UK;
- **Independence** – ensuring that Commonwealth Games England is beyond reproach on the question of independence;
- **Governance** – providing strong governance;
- **Compliance** – ensuring that Commonwealth Games England complies with any statutory and administrative requirements for the use of public funds; that it delivers its statutory responsibilities and operates within the limits of its statutory authority and that high standards of corporate governance are observed at all times;

### NON-EXECUTIVE DIRECTOR: EXPERIENCE AND COMPETENCIES REQUIRED

The current members of the Board offer a wide range of skills and experiences and we are looking for a set of skills in this appointment to complement these and maintain the overall balance of the Board.

We are now seeking to appoint a new Non-Executive Director with significant multi sports' experience to bring to the Board.

The successful candidate who will serve as an **athlete representative** on the Board will act as the athlete voice ensuring the needs and requirements of the team are put at the centre of organisational decisions. The successful candidate will ideally have previously competed in a Commonwealth Games and will bring a current perspective to help us provide the best possible experience for athletes at future Games.

In terms of generic skills and competencies, candidates will need to demonstrate evidence of the following:

- **Strategic skills**, including an ability to analyse complex issues and to think clearly, strategically and laterally; an ability to understand policy issues and the concerns of stakeholders and the public; independence of view, including an ability to offer constructive challenge when appropriate.
- **Influencing and communication skills**, including an ability to promote clear understanding of complex subjects; an ability to develop and maintain relationships quickly with different stakeholders; and an ability to operate effectively at senior levels.
- **Team working and collaboration skills**, including an ability to work effectively with other members of the Board; an ability to participate in robust, rigorous debate and an ability to communicate to reach consensus.

In addition to the generic skills listed above, the successful candidate will be expected to:

1. Play an active role in the regular Commonwealth Games England Sports Committees meetings
2. Provide an athlete's perspective on all key games planning deliverables throughout the cycle
3. Chair a panel(s) of athletes to support with the design and development of the team kit for Birmingham 2022

## **TERMS OF APPOINTMENT**

### **Time Commitment**

The expected time commitment will be on average 1 day per month to include attendance at Board meetings and committee meetings as required and other activities relevant to Commonwealth Games England. It is important for the candidate to show that they are able to meet this time commitment.

### **Timing of the Appointments**

We hope that the successful candidate will be able to take up the appointment in the spring of 2020.

### **Location**

Most meetings are held in central London, with some travel across the UK and occasionally overseas.

### **Remuneration**

The role is not remunerated but all reasonable expenses are reimbursed.

### **Period of Appointment**

The appointment will be made initially for a period of 4 years, subject to satisfactory appraisal.

### **Conflicts of interest**

Candidates will need to be able to demonstrate that they do not have other interests that would be likely to conflict with their responsibilities as non-executive directors. Please declare any potential conflict of interest as early as possible in the selection process and

also disclose information or personal connections that, if you were appointed, might be open to misperception.

## **RECRUITMENT PROCESS AND APPLICATION INSTRUCTIONS**

Given the specific requirements for these roles, we are only seeking applicants with significant experience of multi-sports Games. If this is you, please send a CV with a covering note by email to our HR Consultant, Tom Harlow, at [t.harlow@teamengland.org](mailto:t.harlow@teamengland.org). Please also use this email to arrange a confidential discussion with Tom about the role.

The closing date for applications is 5pm on Monday 17th February 2020.

Interviews are due to take place on Tuesday 25<sup>th</sup> February 2020 in Central London.

## **EQUAL OPPORTUNITIES POLICY**

Commonwealth Games England is an equal opportunities organisation and is committed to providing equal opportunities to all employees and potential employees. This includes the recruitment, selection, training, work conditions and career management/ promotion of employees. Commonwealth Games England opposes all forms of unlawful and unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, sexual orientation, marital status and civil partnership, gender reassignment, religion or belief, and disability and is committed to eliminating discrimination and harassment in the work place.

## **THE SEVEN PRINCIPLES OF PUBLIC LIFE**

Applicants are reminded of the following:

**Selflessness:** Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other benefits for themselves, their family or their friends.

**Integrity:** Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

**Objectivity:** In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

**Accountability:** Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

**Openness:** Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

**Honesty:** Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

**Leadership:** Holders of public office should promote and support these principles by leadership and example