

Chair, basketballscotland

Recruitment Pack



The Job | The ideal candidate



The ideal person will be a values-led leader with a strong sense of presence, charisma, and authenticity. Someone who can inspire confidence, build trust, and lead with purpose.

They will understand the critical role that culture plays in high-performing organisations and will be passionate about shaping an environment where people feel valued, empowered, and aligned.

With Scottish basketball entering an exciting period, we are looking for an inspirational leader within the organisation and across the wider sporting, political and community landscape, who can galvanise others, represent the sport with distinction, and help drive **basketballscotland** forward with ambition and clarity.



The Job: Specifications



Title: Chair

Salary: This is a voluntary role. Expenses will be covered.

Location: Flexible, but with the expectation to attend in person meetings in Glasgow or Edinburgh at least 4 times a year.

Reports to: The **basketballscotland** membership.

Time Commitment: approximately 36 days per annum:

- Attendance at 8 – 10 meetings per annum (including Board meetings and AGM, generally lasting 1 – 3 hours)
- Time with the CEO
- Additional requirements as necessary



The Job: Key Responsibilities



- To provide leadership for the Board of Directors of basketballscotland ('the Board'), thus facilitating a clear focus on key strategic and policy considerations.
- Maintain a strategic overview of the Company.
- To lead the Board of basketballscotland in determining and ensuring fairness throughout the activities of basketballscotland.
- Develop and maintain the culture of the Board



The Job: Specific Duties



To act as Chair of basketballscotland in such a way as to:

- ensure that the Board takes balanced and objective decisions in the performance of its agreed role and functions - including and especially:
 - setting a strategy for the development of the sport and of the governing body as a business;
 - recruiting and retaining the executive staff the Company needs to implement that strategy;
 - ensuring that those people carry the strategy out;
 - ensuring that all matters discussed and agreed by the Board are properly recorded;
- ensure high standards of financial probity by the company;
- ensure that the Board is kept properly informed on all important matters;
- ensure positive and effective communication surrounding the work of the Company;
- ensure that the Board positively represents the Company to the membership and the wider community;
- develop relationships at strategic level with key influencers;
- ensure basketballscotland is appropriately represented with wider stakeholders;
- protect basketballscotland's interests.



The Job: Specific Duties (continued)



The Chair will:

- chair meetings of the Board, liaise with executive staff to compile and circulate the agenda, and ensure that such meetings are properly convened and managed in accordance with the Company's Articles of Association;
- be a champion for fairness throughout the activities of the Company;
- line manage the Chief Executive Officer of basketballscotland including the responsibility of conducting his/her annual performance appraisal;
- ensure that the financial and other decisions of the Board are fully promptly and properly carried out;
- ensure that the Board makes clear what powers it reserves for itself and what it has delegated to the executive staff;
- ensure that strategies, plans and policies relating to the proposed activities, finances, governance and management of the Company are proposed for the Board's approval in a timely fashion and ensure that they are implemented by the executive;



The Job: Specific Duties (continued)



- identify and meet the developmental needs of individual Directors and address the developmental needs of the Board as a whole with a view to enhancing its overall effectiveness;
- maintain regular communication with the Chief Executive Officer of the Company to ensure current knowledge of progress in the delivery of the Company's strategy and its financial position;
- ensure the Board makes decisions on the appointment, dismissal and remuneration of principal executive staff;
- maintain contact with key partners, assisted by the executive staff and act as spokesperson for the Board as necessary;
- ensure that the Board conducts an annual review of the outcome of its activities, and evaluates the individual performance of Directors.



About You: Behavioural Competencies & Qualities

Essential

- Strategic perspective, vision and ability to work positively within a team;
- Drive and commitment and the ability to demonstrate this to others;
- Strong interpersonal, communication and negotiation skills and the ability to develop effective, sustainable partnerships;
- Selflessness, integrity, objectivity, accountability, openness, honesty and leadership;
- Commitment to the sport and organisation;
- Strong intellect and analytical ability;
- Innovative thinker and ability to focus on the issues to be dealt with;
- Dynamic, enthusiastic and energetic;
- Resilience and ability to make things happen;
- Willingness to devote the necessary time and effort;
- Willingness to be an ambassador for the organisation and its programme.



About You: Skills, Experiences and Qualifications

Essential

- Recent experience of chairing board or committee meetings;
- Established reputation as a leader and strategic thinker;
- Ability to demonstrate partnership working and relationship management;
- Able to build and maintain strong, transparent relationships with key stakeholders;
- Ability to support, challenge and manage a relationship with executive staff and Board members;
- Experience of speaking in public and to the media;
- Be independent of any basketball club or association (although may have held a formal position with a club/association, they must vacate it to be Chair of the Board);
- Must have the flexibility to be available at times when required to focus on basketballscotland business.



About You: Skills, Experiences and Qualifications

Desirable

- Experience as a Director, Trustee or Committee Member in either commercial or voluntary or public sector context;
- Sound working knowledge of the national and international landscape of sports development and the public and private sectors;
- Experience of overseeing the formulation and management of budgets, and of monitoring performance (financial and otherwise);
- Experience of developing strategic sports development plans;
- Significant experience of operating at a senior level in a strategic capacity.



How to Apply

Applicants should email an up to date CV and covering letter demonstrating their suitability for the role to hr@basketball.scot. We accept most forms of media – written, audio or video.

Applications should be received by **17:00 on Monday 30th June 2024**.

After the closing, a Selection Panel will conduct short-listing and selected candidates will be invited for interview. The date of interview is to be confirmed.

The interviews are anticipated to be held in person in either Edinburgh or Glasgow.

As part of the application process, please complete our anonymous [Equity form](#).

Contact

For further information or to ask any questions, please email hr@basketball.scot

