

Board Director, basketballscotland

Candidate Pack



Board Director | The ideal candidate



basketballscotland has a number of Board roles available.

We are looking for individuals who are values-driven, strategic, and ready to contribute to a high-performing and collaborative Board.

At **basketballscotland**, our values shape how we work and the decisions we make.

This is an exciting time to join us. Basketball in Scotland is growing - on and off the court. With one of the most diverse participation profiles in Scottish sport and strong community roots, we're building momentum across the country. As a Board member, you'll play a key role in shaping the strategic direction of the sport and supporting our mission to create a more inclusive, ambitious, and sustainable future.

We are particularly keen to hear from individuals with expertise in one or More, of the following areas:

- ◆ Commercial development
- ◆ Communications and marketing
- ◆ People and culture



Board Director | Specifications



Title: Board Director

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** Chair.

Time Commitment: approximately 1 day per month:

- Attendance at 8 – 10 meetings per annum (including Board meetings and AGM, generally lasting 1 – 3 hours)
- Involvement in Board working groups
- Additional requirements as necessary



Board Director | General Responsibilities



- To make an informed contribution to the strategy and objectives of **basketballscotland**, offering a view to the organisation in an objective and constructive manner
- To take shared responsibility for the performance of the organisation, monitoring performance to ensure **basketballscotland** achieves its objectives and aims, operating as a high performing organisation
- To represent **basketballscotland** externally with excellence, promoting the work and values of the organisation
- Help connect the organisation and board with networks of potentially useful people and organisations
- Knowledge, expertise and influence relevant to **basketballscotland**'s affairs
- A commitment to carry out actions and complete projects as per timeframes assigned



Board Director | General Responsibilities



- To guide and support the Chief Executive and the operational team as requested on strategic projects
- A willingness to serve on one or more committees or working parties. There is an expectation that Board members will make every effort to attend all Board meetings and devote sufficient time to become familiar with **basketballscotland's** affairs and the wider environment within which it operates
- Provide a creative contribution to the board by providing objective criticism
- Exercise accountability and be responsible to relevant stakeholders
- A commitment to work for the greater good of **basketballscotland**



Board Director | Specific Duties



Commercial Development

We're looking for someone with strong business acumen, experience in income generation or sponsorship, and the ability to identify and leverage commercial opportunities to support sustainable growth.

Communications and Marketing

Key skills include marketing strategy, campaign planning, brand development, and audience insight - alongside the ability to drive engagement, grow visibility, and position **basketballscotland** as a compelling and inclusive brand.

People and Culture

This role calls for experience in organisational development, HR or inclusion strategy, alongside strong interpersonal skills and a deep understanding of how to nurture a positive, values-driven culture.

Specific duties will be relevant to the skills you provide and the role within the Board that you fulfil.



Reasons to join the basketballscotland Board



- **Contribute and/or give back to sport**

It is an incredibly exciting time for basketball in Scotland. You would play a key role in the future direction of the sport and your expertise and experience would be valued and appreciated.

- **Share your expertise and help develop others**

Support and contribute to the decision making of the Board and support senior staff. Share your experience and expertise to upskill teammates.

- **Gain experience, learn and develop**

We encourage personal development and volunteering, and this Role provides an excellent opportunity to increase your understanding of Executive Boards

- **Enjoy the experience**

While we're focused on impact and accountability, we also believe that enjoying the journey matters. You'll join a Board where positive energy, shared purpose, and good humour are part of the experience.



About You: Behavioural Competencies & Qualities

Essential

- Strategic perspective, vision and ability to work positively within a team;
- Strong interpersonal and communication skills;
- Selflessness, integrity, objectivity, accountability, openness and honesty;
- Commitment to the sport and organisation;
- 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 programmes.



About You: Skills, Experiences and Qualifications

Essential

- A professional qualification or equivalent experience to the discipline of interest
- Experience at a senior level
- 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;
- 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, voluntary or public sector context;
- Sound working knowledge of the national landscape of sports development and the public and private sectors;
- 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 11th August 2025**.

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

