

**BRITISH  
BASKETBALL**



# British Basketball Federation

Appointment of Vice-Chair and  
Independent Non-Executive Directors  
Candidate Information Pack

**Closing Date: 3rd May 2023**

# Welcome from the Chair

Dear Reader,

Thank you for your interest and for taking the time to read more about the opportunity to join our Board. We are firm in our ambition to continue unlocking the very considerable potential that exists for Basketball in the UK. These appointments will play a critical part in helping us to realise this potential. Basketball is already one of our most played and most important sports, but we owe it to current and future players, coaches, fans, volunteers, and indeed all those with an interest in the sport, to do all we can to take it to new levels.



Whilst we have a significant platform on which to build, there are nonetheless challenges whose resolution will require the collaboration and dedication of all our fantastic Basketball communities. I am committed to encouraging and empowering all stakeholders to make their own positive contribution to building a thriving GB Basketball. Together, we can build the culture, infrastructure and capabilities which will make GB a power in the world game, and an inspirational asset for those progressing through the pathways, using the sport to deliver benefits in their community, or who simply love the game and want to see it flourish.

One challenge will be to diversify and grow our revenue streams. Economic pressures continue to impact sport everywhere, but the opportunity to invest, for example, in development pathways for players, coaches and officials will see quick reward given the talent and passion that is evident across Scotland, England and Wales. Strategic commercial acumen, as demonstrated through business development or sponsorship experience, for example, is therefore a skillset we are keenly seeking.

Safeguarding, welfare and integrity are also areas of important focus. All of those participating in our sport should feel safe, welcome and know that we are acting in their best interests. Scrutiny of processes, systems, and culture is integral to ensuring we fulfill our responsibilities in this regard and that all can experience the joy of Basketball.

Enhancing player voice and engagement around the Board table is a further priority for this round of recruitment.

Alongside the above, we are seeking to identify a Vice-Chair, who will help ensure gold standard governance, and play an important role in forging the culture and capabilities which will drive British Basketball forward. We envisage an inclusive, self-aware and energetic leader to fulfill this role, but their professional background could be based in any of the above.

If you care about the “why?” and the “how?” as well as the excitement of elite sporting achievement. If you possess the tenacity and skills to lead change across a complex set of interests and stakeholders. If – having absorbed the contents of this pack, you’re motivated to join us on what should be a remarkable journey, we’ll be delighted to hear from you.

*Chris Grant OBE*





## About Us

The British Basketball Federation (British Basketball) is the National Governing Body (NGB) responsible for basketball in Britain and took on the International Federation (FIBA) membership role from the Home Country Associations in October 2016.

The BBF runs GB Basketball in a federated model, under a board of management comprising of an Independent Chair, Independent Directors and representatives of the three member Home Country Associations (HCAs) of Basketball England, Basketball Scotland and Basketball Wales.

The goal of British Basketball is to create a world-class elite basketball programme in Great Britain and to lead the overarching strategy for the growth of basketball in England, Scotland and Wales.

## The Board

Our Board is led by Independent chair, Chris Grant OBE and, in addition to the Company Secretary, comprises eleven other members. This includes two further Independent Directors (one of whom holds the dual role of Vice-Chair and Senior Independent Director); six Directors nominated by our Home Country Basketball Associations and three Directors appointed in specialist areas, including representing the 'Player Voice'.

**The goal of the British Basketball Federation is to create a world-class elite basketball programme in Great Britain and to lead the overarching strategy for the growth of basketball in England, Scotland and Wales. It plans to achieve this by:**

- Creating a sustainable financial plan in collaboration with the Home Country Basketball Associations, by effectively managing the intellectual and commercial properties of elite basketball in Great Britain, and to raise public and private funding for the execution of elite programmes.
- Developing a strategic and collaborative high-performance strategy and World-Class Performance Plan. This collaborative strategy will require engagement with other basketball and sporting bodies including the Home Country Basketball Associations, the licensed professional league and British Universities & College Sport to support and enhance the performance of elite players and Great Britain teams.
- Developing and operating a communications, marketing and public relations policy in relation to British Basketball's World Class Performance Plan.
- Ensuring that a strategic framework is put in place within which competitions at Home Country Basketball Association level provide appropriate opportunities for the development of elite players on a British Basketball performance pathway programme.
- Licensing domestic professional competitions and leagues in Great Britain for both men and women that grows the standards, profile and following of basketball in Great Britain. For the avoidance of doubt, the Home Country Basketball Associations retain the right to exploit and license competitions and events which take place within their territory and jurisdiction.
- Bidding for and staging any of the competitions of FIBA or the Age Group competitions of FIBA as is seen appropriate.
- Collaborating with the Home Country Basketball Associations to establish and agree a strategic framework to help grow participation of basketball and strengthen Home Country performance pathways throughout Great Britain.
- Implementing and overseeing an effective selection process for Great Britain teams in FIBA competitions.



## Other duties of the British Basketball Federation include:

- Affiliating to, and representing the interests of, basketball in Great Britain within the British Olympic Association (BOA).
- Building relationships with, liaising and working alongside the British Government, Government departments, Government agencies, the BOA, the Home Country Basketball Associations, relevant national and international sporting bodies, FIBA, FIBA Europe, professional basketball leagues and any other body or organisation it deems appropriate, in respect of the development of basketball in Great Britain.
- Affiliating to, and be a member of, FIBA on behalf of each of the Home Country Basketball Associations.
- Developing and maintaining an international relations strategy as well as developing British Basketball's international policy positions.





# The Opportunity

The British Basketball Federation now has the opportunity to appoint two Independent Non-Executive Directors, one of whom will assume the role of Vice-Chair, and one Appointed NED to join the BBF Board. We are seeking individuals with the necessary blend of skills and experience to guide us through a period of growth and development on our path to Paris 2024 and beyond. The BBF is at a critical juncture in its development, focused on ensuring gold standard governance, creating opportunity for all, and capitalizing on the momentum that the game currently has in the UK to ensure basketball is a leading high-performance sport for the nation to be increasingly proud of.

We are ambitious to identify candidates with the strategic acumen, ambition and enthusiasm to support the Federation to navigate through this period of change, and to ultimately enable us to achieve our vision of creating a world-class elite basketball programme in Great Britain. The new Directors will be at the centre of supporting us to achieve our overarching strategy for the growth of basketball in England, Scotland and Wales.

Following a comprehensive skills review, we have identified the following areas of expertise as priorities in this recruitment:

- **Business Development** (sponsorship and commercial revenue)
- **Integrity** (welfare and safety)
- **Player Voice** (to assist in developing the right approaches to grow, resource and develop the sport and to ensure the views/experiences of national team players are integral to our work.)

Candidates should have an understanding of how to leverage success through Board activity, as well as instruments to develop the game and support the wider BBF team. Previous Board experience is not required, though an appetite to learn and commitment is. Applications from candidates with experience on other Boards and business are welcomed, but the BBF will support and mentor new Directors with the requisite skills, motivation and dedication to help us in our mission.



# The Roles

In addition to the listed skillsets for this recruitment, all Directors will demonstrate the following key responsibilities and skills:

**Purpose & Direction:** Together with the other directors set the appropriate purpose and direction for the sport and the organisation and maximising their contribution to achieving it.

**Strategic Guidance:** Provide strategic insight to support and challenge the Board to drive and deliver the British Basketball strategy in accordance with the mission and values.

**Governance & Integrity:** Ensure British Basketball Federation meets the highest standards of corporate governance, integrity and probity.

**Strong Stakeholder Relations:** Develop and manage strong collaborative relationships and communication with the Home Country Associations, funding partners, Government, FIBA and other stakeholders / influencers within basketball.

**Excellent Partnership Development:** Oversee the effectiveness of our basketball networks and how we engage and create consensus to move the game forward in relation to our strategy.

**Commercial & Financial Acumen:** Support in creating a sustainable financial plan in collaboration with the Home Country Basketball Associations. This will include providing effective oversight of the intellectual and commercial properties of elite basketball in Great Britain, and support in raising public and private funding for the execution of elite programmes through appropriate check and challenge, networking and engagement.

**Advocate Equality, Diversity & Inclusion:** Ensuring the commitment to a diverse board and workforce that reflects the communities the British Basketball Federation serves and seeks to serve. Acting as a visible champion for EDI matters and challenging colleagues appropriately to embed inclusion across all that we do.



## Person Specification:

The BBF is passionate about ensuring a collaborative, inclusive and ambitious Board culture. As such, Non-Exec Directors will demonstrate the following attributes:

- Dedication and an excellent work ethic, with strong motivation and self-drive
- Strategic vision and ability to help translate vision into action
- Good independent judgement and analytical abilities
- Possesses and respects a strict sense of confidentiality and understands the principles of cabinet responsibility
- Creative mindset, with good risk appetite and the courage and conviction to suggest new approaches
- Willingness to speak their mind, and equal keenness to listen to others
- Strong understanding of and acceptance of the legal duties, obligations and liabilities acting as a Non-Exec Director
- Effective team working skills, including an inclusive style that celebrates and embraces difference
- Accountability, openness, honesty and integrity. Ability to act with impartiality and fairness.
- Tact and diplomacy, with strong negotiation skills built in similarly complex contexts
- Ability to build relationships and secure trust and buy in, with a flexible leadership style and strong self-awareness.





# Role Details

## Time Commitment

The Non-Executive Directors will be expected to be able to make the following time commitments in order to fulfil their duties:

- Undergoing Induction training
- Monthly board meetings
- Attending partnership events
- Regular contact with other Board Members, Workforce and other key stakeholders.

The role will therefore require 1-2 days a month commitment, variable across the year and calendar of events.

## Remuneration

This is a non-salaried position. Travel and other reasonable expenses will be reimbursed.

## Location

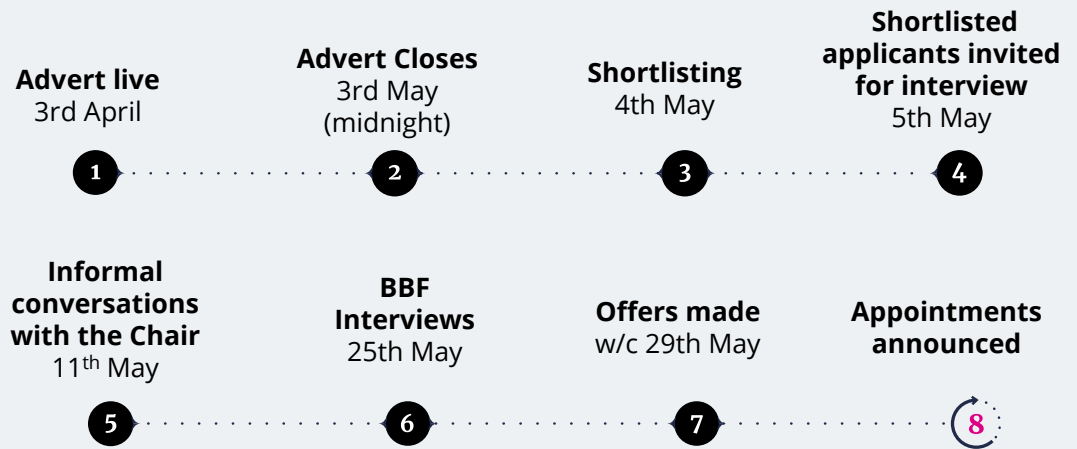
Nationwide. Meetings may be held throughout the County. Virtual meetings are common, and we would be glad to discuss any accessibility needs with interested candidates to ensure there are no barriers to your engagement with us.

## Term

Board members will serve a four-year term to be eligible for re-appointment for one additional term.



# Recruitment Timeline



## How to apply

We are enthusiastic about the benefits that a more diverse and representative Board offers, and as such are eager to secure the interest of individuals from a wide range of backgrounds with varied professional and lived experience. We warmly welcome applications from all sections of the community, regardless of age, race, colour, sex, marital status, religion, ethnic origin, nationality, disability or sexual orientation.

To apply, please send CV and covering letter demonstrating how you meet the stated criteria and why you are motivated to join the British Basketball Federation to: **[recruitment@gb.basketball](mailto:recruitment@gb.basketball)**

For an informal, exploratory conversation in confidence, please contact Sadie Mason MBE: [smason@gb.basketball](mailto:smason@gb.basketball)

The Nominations Committee and Interview Panel will comprise: Chris Grant OBE (Chair), Sadie Mason MBE (Nominated Director), Russell Bell (Nominated Director) and Imogen Baird (External Independent Advisor & Partner, Perrett Laver)

Please note the closing date for applications is midnight **Wednesday 3<sup>rd</sup> May 2023**.

