



**Candidate brief for the position of:
Independent Non-Executive Director**

English Lacrosse Association Ltd.





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Welcome Letter

Dear Applicant,

I'm writing to thank you for your interest in the English Lacrosse Association Limited (England Lacrosse or EL) Board Independent Non- Executive Director (INED) role at what is one of the most exciting times for lacrosse.

We have created this pack to give you some insight into who we are, what we do, and what you can help us achieve.

The sport of lacrosse is continuing to expand globally with 34 new countries becoming World Lacrosse members (WL) in the last decade, which has also seen a marked growth within Europe. As a company (limited by guarantee) England Lacrosse has experienced a decade of expansion of participation, even with the impact of Covid, with active weekly participation over 65,000. This has enabled England Lacrosse to develop a wider range of partners and stakeholders, allowing more activity and services for all associated within the sport. The growth achieved by England Lacrosse and its position as a world leading lacrosse governing body has provided a platform for us to take significant steps towards realising our vision of becoming a major team sport.

The Business Plan 2020-2024 "Olympic Aspirations" has ensured the expansion of active participation, enhanced our profile and assisted in more partners joining us in achieving our goals. The inclusion within the LA2028 Olympics is a ground breaking opportunity for the sport and one which will open doors to new stakeholders, markets and inspire the next generation of lacrosse players and sets a platform to develop the next Business Plan.

Currently our range of stakeholders including Sport England, RPC, STX, Kukri, Opro, universities, colleges, schools, clubs, organisations, coaches and volunteers to create and develop lacrosse in England.

To help with moving the sport forward, we are looking for a strong, collaborative and dynamic INED who will add impetus to the change agenda through innovation and fresh ideas.

Whilst understanding the need to address growth through providing more diverse opportunities in an expanding global sport. This will be supported by ELs public facing commitment to board diversity through our board diversity policy which welcomes all applications.

I hope that you will feel inspired to join us.

Yours faithfully,

Mark Coups, CEO



Role Description

To become an Independent Non-Executive Director (INED) on the English Lacrosse Association Limited (England Lacrosse or EL) Board

Person Specification: Non-Executive Director

Applicants for the position of Independent Non-Executive Director should meet the following personal specifications.

Essential Skills:

- Proven track record within a business or commercial development environment.
- Dynamic and innovative thinking to lead and support the organisational and behavioural change agenda for England Lacrosse.
- An understanding of financial and budgetary control of a not-for-profit organisation.
- Experience of strategic planning and management.
- Knowledge of accountability, monitoring and evaluation.

The Role:

- Support the strategic perspective and vision in the delivery of the EL new Business Plan 2024-28.
- Be a member of the Board in fulfilling its responsibilities concerning statutory compliance, the good governance of the organisation, its financial stability and appropriate risk management.
- Represent and champion England Lacrosse by being its advocate and ambassador for the sport at local, regional and national levels.
- Ensure appropriate communication takes place with all major stakeholders.
- Be the guardian of the reputation of England Lacrosse and seek to ensure it is regarded as a supportive, respected and trusted body.
- Provide guidance and support to the CEO and other EL Executive staff in the performance of his/her management responsibilities.

Duties and Obligations

Main Duties

- To support the delivery of the vision, values, 4 Year Business Plan, delivery programmes and company policies.
- To help create and maintain a positive culture of collaboration and co-operation throughout the organisation.
- To be a functional part of EL Board meetings, ensuring to review all information on the organisation's performance, to enable sound decisions, effective monitoring and the provision of suitable advice to take place.



- To be an active part in all issues; identifying and ensuring adequate steps are taken to address any potential conflict of interest; and contributing to all matters discussed and agreements reached.
- Be part of the Board's evaluation of its own performance and support implementation of any action required to improve the performance of the Board.

Fiduciary Duties

- To act as a Director of the English Lacrosse Association Ltd (the Company) in the best interests of the Company with honesty and good faith towards its members, employees, partners, funding agencies, sponsors and of the communities within which the Company operates.
- To use such personal and professional skills together with such contacts, experience and judgment as they may possess with integrity and objectivity to optimise both the short and long term performance of the Company and in particular the areas of he/her/they own portfolio of responsibility as agreed from time to time.
- To support the Board to arrive at balanced and objective decisions in the performance of its agreed role and functions.

Board Obligations

- Challenge and contribute to the development of strategy constructively.
- Scrutinise the performance of management in meeting agreed goals and objectives and monitor the reporting of performance.
- Satisfy them that the integrity of financial information and that financial controls and systems of risk management are robust and defensible.
- Ensure that they are consulted upon and participates in succession planning.
- Ensure that they are consulted upon and receives adequate information in a timely fashion about the finances, proposed strategy plans and activities that would have a material effect on the Company.
- Ensure that they have access to such key managers and professional advisors of the Company as may be required to enable the Director to perform their duties.
- Ensure that they fully understand:
 - the legal obligations of a Director of Company.
 - the business of the Company and its services.
 - the sport and territories in which the Company operates.
 - the roles of staff in the Company and
 - the Company's organisation, structure and methods of working.
- Ensure that they understand the views of major funding partners, stakeholders and sponsors.
- Insist on a comprehensive, formal and tailored induction.
- Seek continually to develop and refresh knowledge and skills to ensure any contribution to the Board remains informed and relevant and



- Ensure that any concerns, which cannot be resolved about the running of the Company, or a proposed action are recorded in the Board minutes; on resignation provide a written statement to the Chair, for circulation to the Board, with regard to any such concerns.

Independent Non- Executive Director's Personal and Time Obligations

- Attend four Board meetings and AGM, which consist of online and face to face meetings.
- Additional online communication maybe required between meetings and attending 1 -2 flagship events per year (not a necessary) requirement.
- Attend the Annual General Meeting and such other Extraordinary General Meetings as may be necessary.
- Ensure obligations as a Independent Non-executive Director required by law, the Company's Memorandum and Articles of Association, and decisions of the General Meetings.
- Disclose immediately any personal interest in any activity of the Company and take no further part in any Board or Committee discussion of the matter.

Remuneration

The role is not accompanied by any financial remuneration. This is a voluntary unpaid role, although reasonable expenses will be covered.

Current Board

Vicky Lowe, Chair – Global Director of Development at Laureus Sport for Good
Prashant Jobanputra - Promontory, Managing Director, London
Nikki De Kretser – General Manager at Cirrus Response
Jill Giddins – Blake Morgan LLP, Partner
Jane McCarthy – Change management consultant
Gavin Devine – Park Street Partners, Director
Michael Estill - Kindleworth LLP Strategy and Technology Partner
Mark Jefferys - Director of Sport and Physical Activity at Birmingham City University
Tim Hunt – Consultant in Sports Marketing, Commercial Strategy, Partnership Acquisition, Sports Rights Holders
Tash Dangerfield – Head of Westonbirt School and England Lacrosse President

Equality and diversity

As part of our commitment to equality and diversity, we have included an optional equality monitoring form at the end of this document which we would appreciate candidates completing, where possible.

How to apply

For a confidential discussion about the role please contact:



Mark Coups – Chief Executive on **0797625819** or m.coups@englandlacrosse.co.uk

To submit an application for this position please email the following documents to:
a.merrill@englandlacrosse.co.uk and applications should be submitted before the Friday
31st May.

- Cover Letter highlighting your motivation for the post and relevant experience.
- Up to date CV/biography.
- Completed Equal Opportunities monitoring form.



Equalities Monitoring Form

England Lacrosse welcomes applications for all its activities from individuals regardless of ethnicity, religion, sexual orientation, gender, social background, age or disability.

This form will be detached before your application is considered. Any information given will be held in strict confidence and will not affect your application. We ask for your co-operation in completing this sheet. This form will not be seen by the panel responsible for the selection.

Please tick the appropriate box

1. Age category

18-25 26-34 35-44 45-54 55+

2. Disability

Do you consider that you have a disability? Yes No

If 'Yes', please state the nature of the disability. Would you need any adjustments to be made to carry out this role?

Do you need any special assistance in attending interview? If so, please give details:

(The Equalities Act 2010 defines a disability as a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities.)

3. Ethnic Origin

Asian or Asian British

- Bangladeshi
- Indian
- Pakistani
- Any other Asian background

Black or Black British

- African
- Caribbean
- Any other black background



Mixed Ethnic Background

- White & Asian
- White & Black African
- White & Black Caribbean
- Any other mixed ethnic background

White

- British
- Irish
- Any other white background

Chinese or Any Other Ethnic Background

- Chinese
- Any other ethnic background

4. Gender

- Female
- Male
- Prefer not to say

5. Religion / Faith

- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- None
- Other religion / faith
- Prefer not to say

6. Sexual orientation

- Bisexual
- Gay man
- Gay woman / lesbian
- Heterosexual / straight
- Other
- Prefer not to say