

Scottish Hockey

Independent Non-Executive Director
Information Pack.



Scottish Hockey



Reset ♦ Build ♦ Excel



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Introduction

Thank you very much for your interest in applying for a role as an independent non-executive board director at Scottish Hockey.

I am passionate about hockey and the role that it plays in bringing together people and communities for the benefit of all.

This is an incredibly exciting time for Scottish Hockey, we have come a long way in a short period and I am determined, alongside the board, to maintain that momentum going forward. My wish now is to attract independent people into the team on the board with diverse and varied expertise and experience, who also possess the energy and commitment that will enable us to accelerate the progress to this point.

We're therefore running an open process to identify people with skills and experience that will complement our existing directors. As our current non-executive directors are all involved to some extent in hockey, we are seeking independent applicants who have no current involvement in our sport.

You can find out more about our work here, and our existing non-executive directors here.

We are particularly interested in hearing from people from areas which are underrepresented on our board, including people from black or minority ethnic backgrounds, people with disabilities, and people from the LGBT+ community.

We'd love to hear from people who care about our work and wish to contribute to achieving our vision.

Martin Shepherdson
Chair, Scottish Hockey





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About Scottish Hockey

Hockey is the 'fun, friendly, exciting sport for life', and Scottish Hockey is its national governing body within Scotland.

With over 100 clubs and over 13,000 members from the Borders to the Highlands and Islands, there are opportunities for players, volunteers and officials to get involved in many different ways. This includes from grassroots to our performance pathway, and from tiny tots to over 70s.

The board of directors is responsible for ensuring hockey in Scotland is safe, regulated, and well-administered, with strategic goals and a well-supported staff and volunteer team.

One Team

After a challenging few years through the Covid-19 pandemic, we have begun building a 'one team' approach.

In order for hockey in Scotland to flourish, our one team approach means communicating openly and respectfully, with everyone having a voice and working together to Reset, Build and Excel in our sport.

Reset, Build, Excel – an ambitious vision for Scottish Hockey

We've recently entered a new era with a three-stage approach to achieving our vision of being a professional, commercially sustainable, visible, diverse and world-class governing body over a ten-year period.

Our hockey community is at the heart of all we do.

We have engaged with the community, including our board, staff, members, and partner organisations as we create a strategy to deliver our ambitious goals as we:





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Reset

We are entering year two of this phase which will create professional governance and operational infrastructure to provide solid foundations upon which to deliver our vision and strategic plan.

This phase focuses on how we reset to evolve and to consider our long-term strategy.

To hear more, watch our short video [here](#)

Build

This phase starts this year, and will span the next 2-3 years. Crucially, we'll soon finalise and begin implementing our strategy including creating a charitable arm, reviewing our property infrastructure, evolving our performance and participation programmes, and implementing audit recommendations.

We'll continue to Build our infrastructure, develop our team, innovate new programmes and effective ways of working together with our members and partners.

Excel

Our strategy takes the foundations from Reset and Build and starts to deliver positive results. We will Excel in equality, inclusion, welfare, participation, performance and commercial success. We aim to be at the forefront of modern technology, sports governance, and creating a sport that is accessible and rewarding to all.





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Becoming a Scottish Hockey Non-Executive Director

We are looking to recruit experienced and ambitious individuals with strategic thinking and leadership skills. You may already be operating at director level, or be ready to take that next step – either way we are keen to hear from you to fill at least two independent non-executive directors vacancies as follows:

- Independent Non-Executive Director
- Independent Non-Executive Director (Commercial)

Board members provide the strategic guidance for the organisation and set its board policies. The non-executive director's role is to provide a creative contribution to the board by providing independent oversight, constructive challenge, offer specialist advice and hold management to account.

A director would be expected to attend 10-15 meetings a year covering board meetings, sub-committee meetings and the SH annual general meeting. From time-to-time board members may also work on specific projects with the other board members and the Scottish Hockey team.

Non-executive directors of Scottish Hockey are volunteers. Travel and other reasonable out-of-pocket expenses will be reimbursed for attendance at official meetings and events on behalf of Scottish Hockey.

As they are under-represented in non-executive and committee roles we particularly welcome approaches from women, people from the local black and minority ethnic communities and disabled people.



Why should I join Scottish Hockey?



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Being a volunteer non-executive director brings lots of opportunities, and there are many reasons why people take on the role.

Making a difference

If you're passionate about making a difference to how hockey is governed and delivered in Scotland then this could be the role for you!

As a Scottish Hockey non-executive director, you'll have the opportunity to use your skills, knowledge and experience to support our work and achieve our goals. Your conversations, decisions and actions will build positive change – for hockey, sport and more widely to health and wellbeing across Scotland and beyond.

Learning and connections

Being a Non-Executive Director brings lots of learning opportunities. You may already have skills and knowledge in these areas, in which case you'll use them to good effect, leading by example and sharing your expertise. You'll also learn about:

- Scottish Hockey – what makes us tick, and how we make a difference.
- Leadership – different leadership styles, and hone your own skills.
- Governance – compliance, legislation, regulation and reputation.
- Strategy – data, evidence, forecasting, stories, creativity and impact.
- Challenge – respectful debate, critical thinking and values-led decision-making.

You'll also have the opportunity to connect with an incredibly wide range of people and organisations – from our own staff, athletes and volunteers, to strategic leaders, decision-makers and participants in sport, business and politics in Scotland and beyond.





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What skills and experience would I need?

We'd really like to improve the diversity of our board, to better reflect the diverse individuals who participate in our sport. We're particularly interested in people with skills, experience and knowledge in one or more of the following:

Business development

Identifying opportunities and generating income through any of the following:

- Building connections, networks and partnerships.
- Securing sponsorships and investments.
- Driving commercial activity.
- Fundraising via events, trusts or grants.

Leadership

Knowledge or experience in any of the following:

- Strategic sports leadership, including understanding the challenges facing Scottish sport.
- Building diverse, inclusive strategies and/or environments.
- Strategic and critical thinking.
- Financial Management.

What would be expected of me?

Our board of directors is responsible for ensuring hockey in Scotland is safe, regulated, and well-administered, with strategic goals and a well-supported staff and volunteer team.

In practice, this means that we will ask you to:

- Share your skills and expertise.
- Challenge our thinking and share your own.
- Commit to our values and act as a role model.
- Promote our work positively and attend occasional hockey events.
- Contribute to our effective governance and compliance.
- Join and/or chair committees / short life working groups.





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Your time

We ask our non-execs to commit to an initial four-year term, during which they will:

- Attend four two-hour board meetings per year.
- Attend and potentially chair relevant committees or sub-groups.
- Participate in 1-2 strategic planning, connection and learning days per year.
- Represent Scottish Hockey at occasional events.
- Commit to being a non-executive director for an initial four years.

Do I need board experience?

We welcome people with and without non-executive director experience – your values, skills and experiences are most important to us.

Like anything, becoming a first-time non-executive director can be a daunting experience so we'll pair you with an experienced non-executive director who will 'show you the ropes' and answer any questions.

What support will I receive?

We are committed to supporting all of our people to learn, develop and achieve their aims. This includes our non-executive directors, so we will provide you with:

- Training in being an effective non-executive director if you're new to this.
- Support from an experienced non-executive director (if needed).
- Visits with our people and sites to understand our work.
- Opportunities to lead on non-executive director activities.



How do I apply?

- Complete and send a covering letter and CV to Justine Westwood, Vice Chair at HR@scottish-hockey.org.uk by 5pm on 24 March 2023.
- We'll also accept short videos, or voice notes if you find this more accessible.
- If we think we're a good match then we'll invite you to an interview. We'll share our questions and tell you what to expect in advance.
- We'll let you know if you've been successful in becoming one of our non-executive directors, and our onboarding process will begin.



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And finally...

Find out more about Scottish Hockey and becoming a non-executive director here:

- Scottish Hockey website
- Scottish Hockey annual report
- **sportscotland** SGB Governance Framework

Thank you for your interest in Scottish Hockey. We look forward to hearing from you.

