



Director Recruitment Pack

Introduction

We are seeking up to 3 independent Non-Executive Directors (NED) to join the Jersey Sport Board. The successful candidate/s will have NED responsibilities to Jersey Sport. Through the last Board Review we are particularly interested in those candidates that have experience in safeguarding, legal, fundraising or inclusion.

As a Director you must have a passion for sport and physical activity and a strong track record in your business field. Alongside our Chair you will be committed to improving the health and wellbeing of islanders and ensuring sport and physical activity in Jersey are equitable and accessible to all islanders.

The Chair and Directors are volunteers and are non-remunerated.

About Jersey Sport

Jersey Sport is a grant funded Government arms-length body with charitable status and is the lead organisation for sport development and physical activity in Jersey.

Jersey Sport has a Partnership Agreement with the Government of Jersey to deliver a range of sport and community programmes which support islanders to participate in sport or physical activity and be active.

The remit of Jersey Sport extends across several GoJ Departments, with Health, Children, Young People and Skills, Infrastructure, Housing and Environment, and Public Health being key touch points

Jersey Sport' 2025 priorities include

- Sport Organisations are robust and sustainable, offering high quality, well governed and inclusive experiences for islanders.
- Sport Organisations have improved capabilities to the meet the needs of all islanders at each level of their sport pathway.
- Children and families have improved access and pathways into sport through school and community settings.
- Participation in sport and physical activity will be more representative of the island demographic.
- Physical activity is recognised as an accessible and effective pathway into community sport offerings.
- Using the power of sport and physical activity to improve the overall wellbeing and quality of life for the community.



Board Composition and Purpose

Purpose

The role of the Board is to oversee the stewardship, accountability and leadership of the organisation providing clear sighted counsel on the strategic direction and alignment to its mission, values and purpose.

Specifically, the Board is responsible for the following:

- Ensuring effective organisational planning and governance.
- Being familiar with and adhering to the Organisation's Memorandum of Understanding and Articles of Association.
- Ensuring effective financial control and budget development.
- Ensuring maintenance of a sound system of risk management.
- Ensuring sound management of the Organisation's Health and Safety Policy.
- Monitoring and enhancing the Organisation's HR policies by supporting and championing the creation of an environment where people work in the knowledge they are treated and rewarded fairly.
- Undertaking a formal and rigorous annual review of the Chief Executive Officer and senior management roles.
- Setting and maintaining high standards that meet or exceed the various Regulatory Requirements and Partnership Agreements, including, but not limited to, Government of Jersey Partnership Agreement and Charities Commission.
- Monitoring the organisation's products, services and programmes.
- Monitor, measure and enhance the organisation's public image and partner/ stakeholder relationships.
- Appointing and monitoring various sub-committees and /or working groups as necessary, approving their terms of reference and reviewing annually.
- Serving as a Court of Appeal where the due process requires it.

Sub Committees

Jersey Sport operates three sub-committees of the Board, the purpose of which is to support both the Board's work and the Executive.

The sub-committees are Chaired by Directors and regularly update the Board. They provide detailed reviews of key strategic aspects of the organisation and make recommendations to the Board.

The sub-committees are as follows;

- Audit and Risk Committee
- Charitable Funding Committee
- People Committee



Our Strategic Plan

Mission:

To inspire, lead, and enable positive well-being for all through lifelong engagement in sport and physical activity.

Our Values:

Empowered

Passionate

Inclusive

Collaborative

Our Strategic Purposes:

Jersey Sport's remit is focused on the delivery of four primary purpose statements. Everything we do, can be directly correlated to these;

- Increase participation in sport and physical activity.
- Reduce inequalities – namely for women and girls, lower socio-economic communities, and those with one or more disabilities.
- Focus on inactive islanders, increasing physical activity levels to become “fairly active” (30 minutes or more of physical activity per week)’.- Build a safe, sustainable, and inclusive sporting community.

We will measure impact against each one, however, to achieve them will require a high-level population wide shift in culture and behaviours, and we must be clear at the outset that influencing contextual and environmental factors will not be solely within our ability to control.

Our Charitable Purposes:

- The advancement of health.
- The advancement of public participation in sport.



Role Description

Overview

The successful candidate will have the same general legal responsibilities to Jersey Sport as any other Director. The Board as a whole is collectively responsible for the success of the organisation, which is also a Charity.

All Directors must act in the way they consider, in good faith, would be most likely to promote the success of Jersey Sport (JS) for the benefit of islanders as a whole. In doing so, the Directors must have regard (among other matters) to:

- The likely consequences of any decision in the long term;
- The interests of JS employees;
- The need to foster JS stakeholder relations;
- The desirability of JS to maintain and promote a reputation for high standards for itself and the sector we represent;
- The need to act fairly;
- The financial resources available to the organisation;
- The long-term financial viability of the organisation.

The Directors shall also be required to:

- Constructively challenge and contribute to the development of strategy;
- Scrutinise the performance of management in meeting agreed goals and objectives and monitor the reporting of performance;
- Satisfy themselves that financial information is accurate and that financial controls and systems of risk management are robust and defensible;
- Be responsible for determining appropriate levels of remuneration of executive directors and have a key role in supporting the CEO with other senior management appointments and in succession planning;
- At all times, comply with the Articles and Memorandum of Association;
- Abide by their statutory, fiduciary or common-law duties as a Director;
- Diligently perform their duties and use their best endeavours to promote, protect, develop and extend the business of JS.

Person Specification

Experience

- Able to command credibility and confidence in the role.
- An unimpeachable track record within industry, generally and ideally within Jersey.
- An understanding of sport and physical activity and the benefits it delivers.
- Political astuteness in dealing with local governmental and regulatory bodies. Understanding the Jersey political landscape and the role of arm's length bodies is advantageous.
- Presentation, interpersonal and communication skills of the highest order with demonstrable experience in effectively communicating with audiences small and large.
- Strong financial acumen and the ability to critically review JS plans, budgets and expenses.
- Experience of safeguarding, legal and fundraising is advantageous.

Personal Behaviours and Attributes

- A strong personal presence with evident leadership skills, commanding the respect of a wide range of stakeholders.
- The resilience and integrity to reach well-balanced judgements in an impartial, objective and transparent manner.
- Financial acumen, comfortable dealing with detailed financial information.
- Demonstrating the highest degree of honesty, probity and integrity.
- Politically astute and aware.
- A high level of analytical ability combined with an ability to take a wide view of business matters, including understanding the practical impact and implementation of decisions.
- Decisive, clear thinking and consistent.
- A thorough understanding of, and commitment to, the public interest.
- Able to convey relevant experience and stature to the local community.

Time Commitments

- Attending 7 board meetings a year and attending Sub-Committees as required.
- Attending ad-hoc meetings as required.
- Attendance at JS events when required.
- Attending meetings with key stakeholders

The Selection Process

Closing Date for Applications - Monday 30 June 2025 at 17:00

Shortlisting - w/c Monday 30 June

Scheduled Interview Date - w/c Monday 7 July 2025

Candidates must be available for interview on island and any changes to this schedule will be provided as soon as possible.

Candidates are asked to email their CV to Faye Scott, Business Support Manager faye.scott@jerseysport.je and complete the application form via our website. If you would like to arrange an informal chat please email Faye.

The successful candidate will be required to reside in Jersey.

Supporting Information

Please find below some key documents that will support the preparation of your application and interview if shortlisted.

