

JOIN US.



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WELCOME: A MESSAGE FROM OUR CEO



Dear Potential Candidate:

Firstly, thank you for your interest and taking the time to consider this exciting role.

An exciting opportunity to become the Chair of the National Governing Body for British Judo has become available. This is to succeed the current Chair, Ronnie Saez, who is now standing down after a tenure of over 6 years.

This is a truly wonderful time to become involved with our sport both from a performance perspective, as we gear up for Paris 2024, and beyond and from a social impact point of view as we continue to ramp up our work with communities and clubs helping them use our sport to create a positive effect on young people's lives.

Our new Chair will be passionate, progressive and innovative. They will be responsible for the strategic leadership, external relations, efficiency and effectiveness of the Board and building a strong relationship with the Chief Executive and the Senior Leadership Team.

Our current Chair stands down in September 2023 and we envisage the successful candidate will have a 3-4 month period to shadow their new role.

We look forward to receiving your application.

Andrew Saez



OVERVIEW OF BRITISH JUDO

The British Judo Association is the recognised National Governing Body for the Olympic Sport of Judo in Great Britain, including England Judo, Scottish Judo, Welsh Judo and Northern Irish Judo.

The Association represents Great Britain internationally and is a member of the International Judo Federation, the European Judo Union, the Judo Confederation of the European Union, the British Olympic Association, Sport and Recreation Alliance, Commonwealth Judo Association and the Commonwealth Games Federation.

It was established in 1948 and was incorporated as a company limited by guarantee in 1978. It is recognised by UK Sport, Sport England, Sport Wales, Sport Northern Ireland, Sport Scotland, the British Olympic Association and the Sport and Recreation Alliance. The BJA is a membership organisation and has expanded its network of clubs, qualified coaches and individual members throughout Britain providing access to the sport in England, Scotland, Wales and Northern Ireland.

It is a public company whose principal activity is the promotion and supervision of judo activities.

The Association's executive staff and commissions address delivery of the BJA's strategic objectives and other specific corporate issues.

The Board consists of 12 members, including the Chair and along with the CEO, each of the Home Nations are represented with portfolio and independent Board members.

Applicants are encouraged to look at our website to understand the scope of our work at www.britishjudo.org.uk

British Judo is committed to equality of opportunity for all and applications from all suitably qualified persons are encouraged.

We are an equal opportunities employer, committed to addressing equality and diversity issues and understanding the needs of under-represented groups in sport. We are keen to achieve a more diverse Board of Directors and particularly welcome applications from members of under-represented groups.



STRATEGIC PLAN 2022-2025

OUR VISION

A united Judo community renowned for excellence and recognized for podium success

OUR MISSION

Maximise contribution of Judo to British society by providing easy access to safe and inspiring clubs, centred on the judo values

OUR VALUES

RESPECT

Respect is the appreciation of others (and self-respect, is appreciation of yourself).

FRIENDSHIP

Being a good companion and friend is something that will stand you in good stead all your life.

COURTESY

To be kind, polite and to give generously without expecting anything in return.

HONOUR

To do what is right and stand by your principles and be someone who acts nobly and correctly.

MODESTY

We operate without ego in our actions and thoughts. Being modest is the opposite of being arrogant.

SELF-CONTROL

We understand our emotions, even in difficult situations or when there are conflicts with our desires.

COURAGE

We face difficulties with bravery. Everyone has their own difficulties and being courageous is different for each judoka.

HONESTY

We do things that are morally correct and act truthfully, this is honesty.

OUR FIVE MAIN GOALS



- 1.** To grow and diversify membership across all UK regions



- 2.** To realise the physical and mental benefits of Judo throughout all member communities



- 3.** To achieve excellence at all levels from grassroots through to elite sport



- 4.** To achieve podium success in all age groups and elite competition



- 5.** To create and inspire a united community that embodies the core values of judo

ABOUT THE ROLE

The successful candidate will lead the British Judo Board to ensure achievement of the organisation's strategic goals and a sound financial position.

Equipped with the skills and knowledge to meet the challenges and opportunities faced by the sport, they will be able to demonstrate success in a senior role in the private, public and/or voluntary sector; an understanding of the role of the Chair in promoting good governance; a good understanding of the UK's sporting landscape and the role that sport plays in society; the ability to consider complex issues related to evaluating strategic performance; think creatively and strategically; the skills to challenge, support and present views in a clear and concise manner; and a clear commitment to improving diversity and equality and understanding the needs of under- represented groups in sport.

The Chair will be a strategic leader, with a passion for sport and a willingness to devote time, energy and effort to British Judo.



STATUTORY DUTIES

- Lead, support and challenge the Board to drive and deliver British Judo's strategy in accordance with the goals and values
- To ensure that the obligations and responsibilities of British Judo, as determined by its Articles of Association and Annual General Meeting, are fully, promptly and properly performed
- To ensure effective communication with the Association members
- To facilitate the effective contribution of all non-executive directors and ensure constructive relations between executive staff and non-executive directors
- To secure good corporate governance and ensure that the Board is in full control of the Association's affairs and alert Board members to their obligations to the members
- Review Board and Chief Executive performance via performance management tools and KPIs
- Ensure there is a clear, balanced structure for effective running of Board committees
- Establish close relationships of trust with the Chief Executive, providing support and advice while respecting executive responsibility
- To act in the best interests of the Association with honesty and good faith
- To use such personal and professional skills together with such contacts, experience and judgement as they may possess with integrity and independence to optimise both the short and long-term performance of British Judo

STRATEGIC LEADERSHIP

- Provide a strategic perspective, champion change and challenge the status quo to ensure British Judo takes a long-term, big picture view for the success of the sport nationally
- Monitor, challenge and evaluate the performance of the strategic plan in meeting agreed goals and objectives
- Provide leadership and independent judgement to matters placed before the Board of Directors in the key areas of strategy (performance, participation, coaching, marketing and communications, finance, people and governance).
- Advocate British Judo's strategic aims, ensuring that the necessary human and financial resources are in place to successfully deliver

GOVERNANCE

- Ensure British Judo meets the highest standards of corporate governance, integrity and probity
- Ensure integrity of management and financial information and that financial controls and systems of risk management are robust and defensible
- Ensure and encourage Board members' full and active engagement in Board discussion and decision-making with appropriate challenge, drawing on their skills and knowledge so that the Board optimises its full potential and that the Board takes collective ownership of decisions taken
- Work with other Board Directors to make governance arrangements effective for British Judo

EXTERNAL RELATIONS

- Be aware of the interests of all stakeholders (including funding agencies and the membership) and maintain close and positive relationships with key members of Sport England and other key stakeholders
- Develop business and sporting network contacts with key organisations in order to obtain views and influence wider opinion
- Act as an ambassador, advocate and, where appropriate, spokesperson for the BJA, representing the organisation at events, functions and meetings, deploying appropriate style, content and presentation
- Facilitate change and support, where appropriate, the resolution of potential conflict with external stakeholders

PERSONAL OBLIGATIONS

- Be an active advocate of British Judo, its policies, objectives and its values of fairness, openness and honesty
- Ensure that s/he acts in the national interests of the sport ahead of club- and/or or county- specific interests, and declare any conflict of interest in this area
- Disclose immediately any personal interest in any activity of British Judo and/or possible or actual conflict of interests, and take no further part in any board or committee discussion of the matter
- Seek continually to develop and refresh knowledge and skills to ensure any contribution to the board remains informed and relevant
- Ensure that s/he fully understands and keeps up to date with:
 - * the business of British Judo and its services
 - * the sport and territories in which British Judo operates
 - * the construction and delivery of the strategic plan and relevant funding agreement
 - * the external factors that affect British Judo and its operation



YOUR EXPERIENCE

- You have a track record of delivering excellence as a senior Board Member or Board Chair within a sporting or similar organisation
- You have an established reputation as a leader and strategic thinker
- You have significant experience of operating at a senior level in a strategic capacity
- Experience of speaking in public and to the media

YOUR SKILLS

- You have a strong strategic perspective, vision and ability to work positively within a team
- You have excellent interpersonal, communication and negotiation skills
- You have the ability to work in partnership with others and excel in relationship management
- You can build and maintain strong and transparent relationships with key stakeholders
- You can provide a consistent level of support, challenge and manage your relationships with the Chief Executive, Senior Leadership Team and Board Members

PERSONAL SPECIFICATION

YOUR KNOWLEDGE

- You have expert knowledge of good Governance and its application in Sporting Bodies
- You are commercially astute
- Awareness of the process of and maintaining public sector funding in a sporting context

YOUR QUALITIES

- You will lead by example
- You have drive and commitment and the ability to demonstrate this to others
- You are truly committed in embracing the values of British Judo
- You are innovative with the ability to focus on key issues
- Committed to the values of Judo

PRINCIPLE TERMS AND CONDITIONS

POSITION

Chair of the British Judo Association, a company limited by guarantee. Once formally appointed and in position, the successful applicant will be registered with Companies House and will be subject to full fiduciary responsibilities.

REMUNERATION PACKAGE

An honorarium is applied to this post. Travel and other reasonable out-of-pocket expenses will be reimbursed for attendance at official meetings and events on behalf of British Judo.

LOCATION

Most meetings are held in the Walsall Head Office, though occasionally we do hold meetings offsite.

TERMS OF OFFICE

Four years initially, with an additional four year term.

TIME COMMITMENT

- ATTENDANCE AND PREPARATION FOR

- An induction event to be held at Walsall
- Regular liaison with the CEO
- A minimum of 6 physical Board meetings annually
- Meetings of sub groups or time-limited action groups
- Occasional British Judo events at home and abroad
- Participation in Board learning and Board appraisals
- Occasional partner events, representing British Judo
- It will require a time commitment of up to 20 hours per month

APPLICATION PROCESS

Please submit a CV along with a brief covering letter as one document, stating your motivation for the role and a summary of your most relevant experience for this position to daryl.mason@hartmannmason.com

If you would like a discussion regarding the role in the first instance, please contact Daryl Mason on the email address above.

The closing date for applications is Friday 9th June

We welcome applications from all sections of the community, regardless of age, race, colour, sex, marital status, religion, ethnic origin, nationality, disability or sexual orientation.

SUPPLEMENTARY INFORMATION

Details of the annual report can be found via the following link: [BJA Annual Report 2021/22](#)

To find out more about British Judo please visit our website at [:https://www.britishjudo.org.uk/](https://www.britishjudo.org.uk/)

Meet our Board on the following link: [BJA Board Members](#)

For more information about our funders, please follow the links for:

<https://www.sportengland.org/>

<https://www.uksport.gov.uk/>





THANK YOU

