

POSITIONS: INDEPENDENT NON-EXECUTIVE DIRECTORS

JOIN US.





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# 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](http://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 recognised for podium success

## OUR MISSION

Maxmise 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.

### **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.

### **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.

### **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



**REALISE THE  
BENEFITS**

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



**ACHIEVE  
EXCELLENCE  
AT ALL LEVELS**

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



**ACHIEVE  
PODIUM  
SUCCESS**

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



**CREATE AND  
INSPIRE A UNITED  
COMMUNITY**

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

## THE ROLE – INDEPENDENT NON-EXECUTIVE DIRECTOR

### STATUTORY DUTIES

- To act as a Director of British Judo and associated companies and 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 judgment as they may possess with integrity and independence to optimise both the short and long-term performance of British Judo
- To play a full part in enabling the Board of Directors to arrive at balanced and objective decisions in the performance of its agreed role and functions in relation to British Judo strategic plan and any encompassing government funding agreements
- 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

### STRATEGIC LEADERSHIP

- Support and challenge the Chair, CEO and Executive team to drive and deliver the British Judo strategy in accordance with its mission and values
- 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
- Contribute to and bring 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

- Work collaboratively with, and support, the Chair, the CEO and Executive team
- Contribute fully to Board discussions, take collective responsibility for Board decisions and represent the collective Board view to external stakeholders and audiences
- Maintain confidentiality, as appropriate and when requested by the Chair, and agreed by board consensus
- Encourage positive challenge and address any conflicts within the Board
- Support the Chair to encourage the Board to take decisions fully, promptly and properly
- Ensure integrity of management and financial information and that financial controls and systems of risk management are robust and defensible
- Work with other Board Directors and the Chair to make governance arrangements effective for British Judo
- Place on the agenda for board meetings, any matters relating to the British Judo business which the Director considers should be discussed

## 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 influencers
- Develop business and sporting network contacts with key organisations in order to obtain views and influence wider opinion
- Be an ambassador for British Judo at external functions, meetings and events when appropriate
- 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
- You will be expected to attend approximately six/eight meetings per year and will be invited to various BJA events. The post is NOT remunerated but reasonable expenses will be paid. The appointment will initially be for four years.



## YOUR EXPERIENCE

- You have a track record of delivering excellence in a human resources or a commercial leadership position
- You can think strategically
- You have significant experience of operating at a senior level in a strategic capacity

## YOUR SKILLS

- You have a strong strategic perspective and ability to work positively within a team
- You have excellent interpersonal and communication skills
- You have the ability to work in partnership with others and excel in relationship management
- You can provide a consistent level of support, challenge and manage your relationships with Board Members

# PERSONAL SPECIFICATION

## YOUR KNOWLEDGE

- You have a knowledge of key human resource related themes and possess relevant qualifications or digital/commercial expertise
- You understand key aspects of good Governance
- You are commercially astute

## YOUR QUALITIES

- You lead by example
- 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



## ADDITIONAL INFORMATION

- The post holder must maintain an appropriate standard of confidentiality and comply with the BJA's Company Rules, Policies and Procedures
- The Job Description may be subject to change at the discretion of the British Judo Association and in accordance with business developments. Any changes will be communicated to & consulted with the post holder appropriately
- Remuneration: Voluntary. Out of pocket expenses incurred while on official business and in accordance with the expenses schedule and substantiated with the relevant receipts.

## APPLICATION PROCESS

To apply, 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 the position you are applying for to [daryl.mason@hartmannmason.com](mailto: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 *7<sup>th</sup> July*

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: [Annual Report](#)

To find out more about British Judo please visit our website at :<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

