

BRITISH SHOOTING®



NON-EXECUTIVE DIRECTORS INFORMATION PACK



A MESSAGE FROM JOHN HARRIS, CHAIRMAN, BRITISH SHOOTING

Dear Applicant

Thank you for your interest in British Shooting.

You are looking to join our Board at an exciting time for target shooting, following our success at the London 2012 and Rio 2016 Olympic Games, and as we make our final plans and preparations for the Tokyo 2020 Olympic Games.

We have recently reviewed and reshaped our strategy with a new mission to deliver “One British Shooting”.

We represent the national governing bodies of competitive target shooting within the Olympic, Paralympic and Commonwealth disciplines. British Shooting is the only target shooting governing body in Great Britain recognised by the ISSF, WSPS, British Olympic Association, British Paralympic Association, UK Sport and Sport England.

Our current Board members offer a wide range of skills and experiences and we are looking for a set of skills in these appointments in order to complement these and maintain the overall balance of the Board.

We are particularly seeking to recruit Non-Executive Directors with a proven track record at a strategic level in one or more of the following areas:

- Fundraising
- Digital Communications and Social Media
- Human Resources Management
- High Performance Sport

The Non-Executive Director roles typically require a time commitment of on average 1 day per month. Most meetings are held in Bisham Abbey or Bisley but national and international travel may be required. These roles are not remunerated but expenses are payable.

We hope that we have included as much information as possible in this information pack but please also look at our <https://www.britishshooting.org.uk>).

We look forward to receiving your application in due course.

John Harris
Chairman

OUR STRATEGY

Vision

Inspire a new generation to reach their potential.

Mission

Deliver 'One British Shooting' by 2021

Objectives

Win Medals, build a Community, self-sustaining, more than an NGB.

Drivers

Leadership

Collectively provide effective and dynamic leadership.

- Advocacy - Represent British Shooting's interests domestically and internationally
- Strategy - Raise the profile of British Shooting and Champion the sport
- Influence - Provide leadership and direction, and ensure good governance

Performance Vision

World leading people delivering world leading performances.

- Paralympic – Deliver the best games performance of modern times with an empowered & focused team in Tokyo and beyond.
- Olympic - Deliver an inspirational World Class system that releases potential, drives sustained medal success and takes us beyond expectations

Engagement

Inspire, engage and sustain a diverse target shooting community

- Promotion of the sport and our organisation
- Development of networks that deliver inclusive, progressive and customer centred experiences
- Delivery of a sustainable programme of activity that encourages others to "join our journey"

[Read more about our strategy here](#)



MEMBER BODIES

CPSA

The CPSA is the National Governing body for Clay Target Shooting in England. The remit of the CPSA is to manage the sport of Clay Target Shooting for its approximately 25,000 members and the 400 clubs and grounds affiliated or associated with us. There are also approximately 200 Trade Members associated with the CPSA who believe that being part of the association can be mutually advantageous.

NRA

The National Rifle Association is the governing body for fullbore target shooting.

NSRA

The NSRA is the national governing body for all Small-bore Rifle and Pistol Target Shooting in the United Kingdom, including Airgun and Match Crossbow Shooting.



THE BRITISH SHOOTING BOARD

The Board comprises:

John Harris (Chairman)
Hamish McInnes (CEO and ex-officio)
Adam Mason
Amelia Ashton-Jones
Andrew Mercer
Dave Rollason
Guy North
Iain Root
Louise Kingsley (Board Equality Champion)
Nicola Newman
Peter Underhill
Sara Heath

Lisa Davies (Administrator and Secretary to Board)

Reporting to the British Shooting Board is the Performance Group (Olympic and Paralympic) which administer the UK Sport/ Lottery funding for the Shooting Performance Programme, with each athlete working to an individual, tailor made programme – there is no 'one size fits all'.

Other Committees also reporting, directly or indirectly, to the British Shooting Board are the Audit Committee, Ethics and Standards Committee, Nominations Committee, Engagement Group, International Relations Group, and Judging Sub-Committee.



DIRECTORS DUTIES

All non-executive directors are expected to carry out the following duties under Common Law and Statute:

- **Loyalty** – Directors must at all times act in good faith in what he/she considers is the best interests of British Shooting. The test applied to this is a subjective test. A Director should not use their power as a Director to benefit third parties or themselves.
- **Acting within powers** – Directors have powers conferred by British Shooting and under the Memorandum and Articles of Association to exercise powers for proper purpose. Directors must act in accordance with British Shooting’s consultation and only exercise your powers for their purpose. A Director should not cause British Shooting to undertake activities outside what is permitted by the Memorandum and Articles of Association or exercise powers for any improper purpose.
- **Conflict of interest** - Directors are under a duty to act in the best interest of British Shooting. This includes the use of confidential company information. There may be additional provisions on confidentiality as well as statutory obligations on information received by British Shooting e.g, the Data Protection Act 1998, governing the use of personal data. Directors should avoid being in a position where there is a conflict or possible conflict between the duties owed to British Shooting and personal interests or other duties, which are owed to a third party. Directors are required to declare any interest which may give rise to a conflict of interest, and are under a continued duty to advise and update the Board regularly of anything which could give rise to a conflict or possible conflict of interest. The consent of the Board should be obtained if a Director anticipates a commitment may place him/her in a position of conflict or possible conflict, between the duty owed to British Shooting and the duty owed to either his personal interests or duties owed to a third party.
- **Independence** - Directors must exercise their powers independently without subordinating their powers to the will of others, whether by delegation or otherwise. Directors must not agree to restrict their power to exercise independent judgment. Directors must therefore not enter into an agreement with a third party about how they will exercise their discretion as to do so would prevent them from exercising independent judgment at the appropriate time. An exception to this is where a Director, in a bona fide exercise of their discretion, decides that it is in the best interests of British Shooting to enter into an agreement where they agree to exercise their power in a particular way in the future, in order to carry out that contract.
- **Care, skill and diligence** - A Director owes the Company a duty to exercise the care, skill and diligence which would be exercised in the same circumstances by a reasonable person having both:
 - a) The knowledge, skill and experience that may reasonably be expected of a person in the same position as a Director and;
 - b) The knowledge, skill and experience with which the Director has.

EXPERIENCE AND COMPETENCIES REQUIRED

The current members of the Board offer a wide range of skills and experiences and we are looking for a set of skills in this appointment in order to complement these and maintain the overall balance of the Board.

We are particularly seeking to recruit Non-Executive Directors with a proven track record at a strategic level in one or more of the following areas:

- Fundraising
- Digital Communications and Social Media
- Human Resources Management
- High Performance Sport

Previous Non-Executive Director experience is not essential. Candidates will need to demonstrate evidence of operating at senior level with the following essential skills and competencies:

- **Strategic skills**, being able to analyse complex issues and to think clearly, strategically and laterally; an ability to understand policy issues and the concerns of stakeholders and the public; independence of view, including an ability to offer constructive challenge when appropriate.
- **Team working and collaboration skills**, including an ability to work effectively with other members of the Board; an ability to participate in robust, rigorous debate and an ability to communicate to reach consensus.
- **Influencing and communication skills**, including an ability to promote clear understanding of complex subjects; an ability to develop and maintain relationships quickly with different stakeholders; and an ability to operate effectively at senior levels.



TERMS OF APPOINTMENT

Time Commitment

The expected time commitment will be on average 1 day per month to include attendance at Board meetings and committee meetings as required and other activities relevant to British Shooting.

Timing of the Appointments

We hope that the successful candidate will be able to take up the appointment in autumn/winter 2019, or sooner

Location

Most meetings are held in Bisham Abbey or Bisley, with some travel across the UK and occasionally overseas.

Remuneration

The roles are not remunerated but all reasonable expenses are reimbursed.

Period of Appointment

The appointment will be made initially for a period of 2 years, subject to satisfactory appraisal.

Conflicts of interest

Candidates will need to be able to demonstrate that they do not have other interests that would be likely to conflict with their responsibilities as non-executive directors. Please declare any potential conflict of interest as early as possible in the selection process and also disclose information or personal connections that, if you were appointed, might be open to misperception.

RECRUITMENT PROCESS AND APPLICATION INSTRUCTIONS

A CV, a covering letter and Equality Monitoring form should be sent by email to tom@cariniconsulting.co.uk. Please briefly indicate in your covering letter why you are interested and how you meet the requirements of the role.

If you would like to discuss the appointment further, please contact Tom Harlow on tom@cariniconsulting.co.uk or 07967553346.

The closing date for applications is 5pm on Friday, 21st June 2019. Please advise Tom Harlow at tom@cariniconsulting.co.uk or 07967553346 if you have any special requirements to attend an interview.

EQUAL OPPORTUNITIES

British Shooting is committed to equality and valuing diversity within both the sport and our workforce.

Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with colleagues, partners, coaches, volunteers, athletes and other stakeholders.

We provide equality of opportunity and will not tolerate discrimination on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, HIV positivity, working pattern, caring responsibilities, political beliefs – or any other grounds.

We look to demonstrate our commitment by:

- Promoting equality of opportunity and diversity within the communities in which we work and with all our partners and workforce
- Aiming to build a workforce which represents the diverse communities in which we work, with the aim of having parity of representation across the workforce
- Promoting diversity of thinking and addressing under representation on our Board through open, competence based and proactive recruitment practices and policies
- Treating our stakeholders, partners and colleagues fairly and with respect
- Promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this
- Recognising and valuing the differences and individual contribution that people make
- Providing support and encouragement to staff to develop their careers and increase their contributions to the organisation through the enhancement of their skills and abilities
- Building in legislative requirements and best practice to all our service delivery and employee policies and procedures, and supporting these with appropriate training and guidance

[Read British Shooting's Equality Policy here](#)