
WOMEN'S SPORT TRUST (WST)

CHAIR RECRUITMENT PACK

For a text only version of this pack, please email hr@womenssporttrust.com



INTRODUCTION

The Women's Sport Trust (WST) is at the heart of the advancement of women's sport. And we understand how important sport is in driving social change.

In 2012, we set out on a mission to help move women's sport from "worthy to irresistible" – a phrase that still feels relevant today.

We chose to focus on elite sport and influencing those in power, because we felt that there were issues that needed to be addressed at the top of the funnel that would affect everything else underneath.

Women's sport is exciting, and on a massive journey of growth and development. We've moved from an industry championed by trailblazing outliers, with limited budget and limited resourcing – to one seen as the biggest growth opportunity in sport.

Our research shows we have entered a new era for women's sport. But momentum isn't guaranteed; and more needs to be done to ensure sport reflects the best version of our society.

Since we were founded, the Chair and CEO position has been a combined role. Organisations develop over time, and ten years in we are now ready to separate these roles.

We are an unconventional organization, and we value your difference and what that brings.

UNLOCKED





From worthy
to irresistible

Inspired by the spotlight on female athletes at London 2012, our aim is to establish an ecosystem in women's sport that is bold, unapologetic & independently successful on its own terms.

WHO WE ARE

Registered Charity Number 1153429

The Women's Sport Trust was founded in 2012 and its aim is to raise the visibility and increase the impact of women's sport through:

- Identifying and promoting a diverse range of role models
- Increasing the percentage & quality of media coverage
- Finding ways to shift the funding landscape for women's sport

A leading UK charity, WST is a dynamic, innovative, and progressive organization that is action oriented. We convene leaders, run imaginative campaigns and build an evidence-based picture about growth patterns & obstacles. We are a catalyst within the industry, encouraging development, seeing opportunities, and helping to reshape a more inclusive sporting landscape.

We are a tiny charity having an enormous impact and have learnt to use our resources in a streamlined and economical way.



OUR MISSION STATEMENT

Sport is one of the most important public arenas we have – which means that sport has a responsibility to reflect the best version of society.

We want an industry with strong allyship that actively demonstrates that it values women and girls; where strong, diverse female role models are highly visible; and where systems enable diverse talent to get access, opportunity, development and profile.

We take the actions necessary to establish a women's sport ecosystem that is bold, unapologetic and independently successful on its own terms. We want women's sport to grow diverse audiences, attract brands based on its distinctive appeal, be fully representative of women and girls in our society and align purpose and profit.

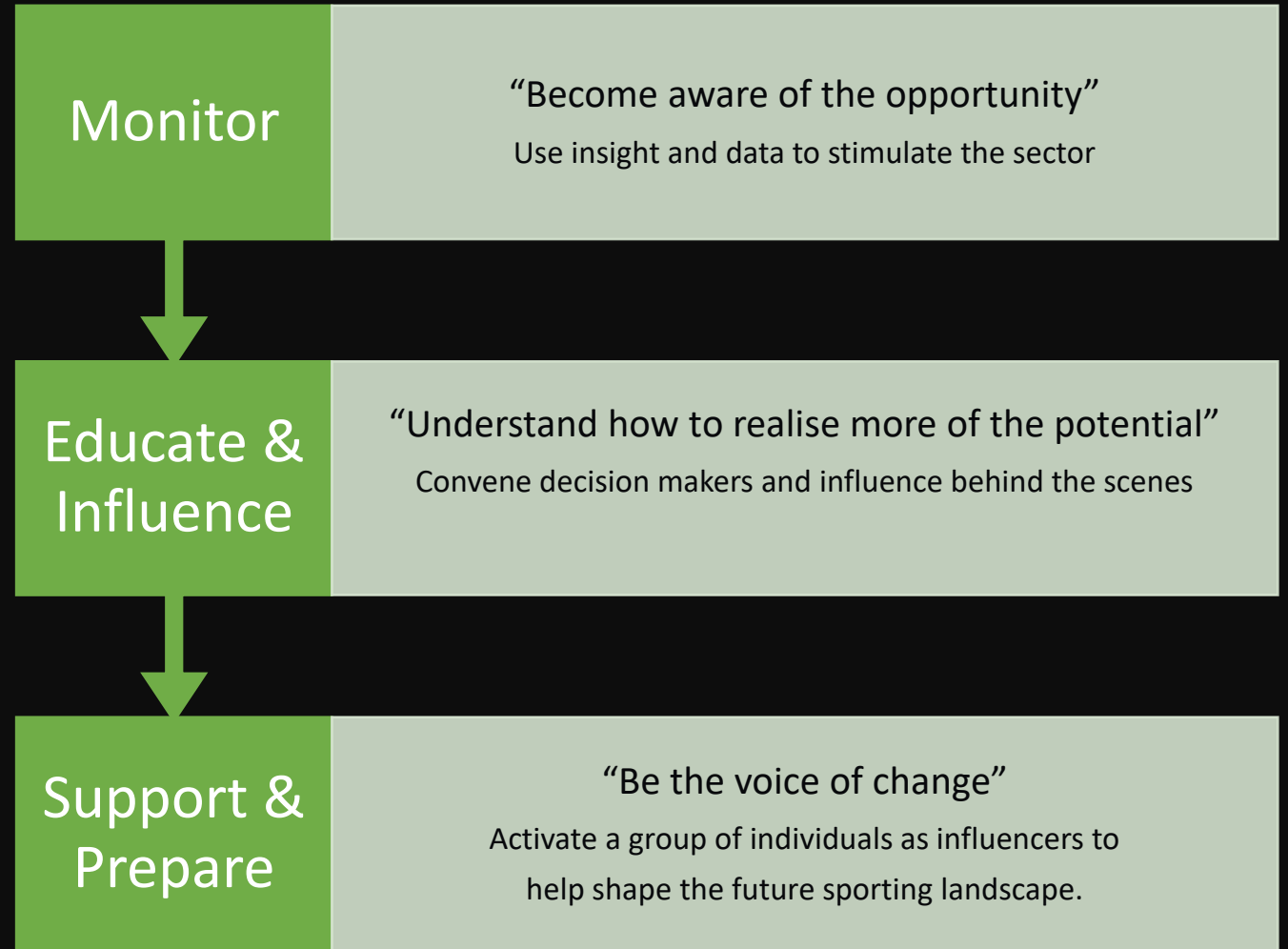


OUR HISTORY



OUR ACTIVITIES

Making women's sport visible, viable and unstoppable.



THE OPPORTUNITY

We are looking for a talented and committed individual to step into the Chair position and work alongside the Chief Exec and Trustees, to be a strong external advocate for the work of WST and help drive the organization forward.

The key responsibilities of the new Chair are:

- To provide leadership and direction to the Board and hold it to account in the context of its delivery of agreed success measures
- To ensure the Board is fit for purpose as set out by the Code for Sports Governance and stays true to its founding principles
- To develop, support and guide the CEO, helping her to achieve the aims of the charity
- To be a strong external advocate for the work of WST through building and holding strong and productive relationships with key stakeholders and partners
- To facilitate the Board of Trustees in stimulating excellent, well-rounded and carefully considered strategic decision-making

The Chair should be politically astute, have strong management and inclusive leadership skills as well as integrity, strategic vision, powers of persuasion, and good independent judgment. The ideal candidate will have experience of helping organizations evolve – their growth, structure and relationships.

WST is a leading voice within the industry and as such the role will be a critical and influential position in the women's sport industry.

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| Locations: | WST staff and Trustees are located across the UK and full use of technology to communicate is made outside of board meetings, which tend to be held in London. There will be a limited requirement for some travel to other areas of the UK to engage with stakeholders and/or attend events. |
| Time Commitment: | Whilst not a fixed number of days, the successful candidate can expect to spend circa 2 days per month fulfilling their accountabilities. We only hold two formal board meetings per year (including an AGM) to reduce paperwork stress. The Chair will be expected to prepare, attend and chair these formal meetings. In addition, we have regular telephone updates and meet informally as a board. The frequency of these meetings ebbs and flows inline with work streams. The Chair will be expected to support the CEO, by preparing, attending and chairing these ad hoc meetings as needed. |
| Reporting to: | Board of WST. The Chair will also be involved in recruiting new trustees to the board, as current board members terms end. |
| Terms of Office | The appointment will be for an initial 3-year term. This may be extended for two further 3-year terms subject to ongoing approval by the Board and Executive team. |
| Remuneration | The role is not remunerated; however reasonable expenses are paid. |

PERSON SPECIFICATION

This role requires significant interpersonal skills and inclusive leadership capability along with a good understanding of the sporting landscape and organisational change.

WST is still run by one of its founders and its success has been built on a clear vision and a strong 'one team' approach by the Board and Executive together. The Chair will need to work closely with other board members, the WST staff team and Exec and particularly the CEO/co-founder in a supportive and encouraging way.

The successful candidate will also be expected to be a strong and proactive advocate for WST externally and will therefore be expected to spend time building and maintaining effective relationships across the sporting landscape. In order to do this, the role holder will need:

1. Demonstratable leadership skills
 - Excellent stakeholder and relationship management skills at Board and senior executive level.
 - Ability to enable growth and support an organization through transition and development, with an appropriate track record of success in this regard.
 - Good “political” antennae, with the ability to see opportunities and make connections.
2. A collegiate, proactive and empathetic leadership style
 - Ability to understand the personality and principles of WST, to work with difference and to grow potential in others.
 - A realistic idealist, who can step up and step back – and is willing to “roll sleeves up”.
3. To work constructively in the system
 - An understanding of the sporting ecosystem.
 - A strong demonstrable commitment to equality, diversity and inclusion
 - An approach to change that is aligned with WST ethos
4. To work appropriately with governance responsibilities
 - An understanding of corporate governance requirements and how to manage these at Board level.
 - Ability to take a strategic approach in guiding the development and delivery of a strategy.
 - The role holder is expected to understand and uphold the Seven Principles of Public Life as defined by the Nolan Committee which are now embodied within the Cabinet Office (June 2019) Code of Conduct for Board Members in Public Bodies.

HOW TO APPLY

Send the following to hr@womenssporttrust.com

1. CV
2. Covering letter outlining why you are interested in becoming part of WST, your areas of expertise and how you could add value to our organisation. Please include the name and contact details of 2 referees – these will be taken up before final agreement to any offer of appointment is made and candidates will be notified in advance.
3. Completed equality monitoring form – download [here](#).
This form is detached from the application form, not shared with the sifting / recruitment panel and plays no part in the appointment process. We actively seek this information to understand where we need to take action to ensure we have greater diversity from application process through to appointment and are grateful for your time and support of our ambitions to ensure inclusive practices.

WST is committed to improving the diversity of our organization. We believe that a diverse board, considerate of a wide range of lived experience, is important and we are passionate about ensuring our organization benefits from the enhanced creativity, innovation and legitimacy of a more representative board.

Closing date: 21st March 2023

Interviews: 20th April 2023

Prior to applying, if you would like an informal conversation about this role with either the CEO or a member of the board, please contact hr@womenssporttrust.com