



VACANCY

POSITION

- **Independent Chair of IHUK Ltd**
- *Please note that this is a voluntary position, but all reasonable expenses will be paid.*

CLOSING DATE FOR APPLICATIONS

- Monday 1st February 2021

INTERVIEW PERIOD

- Interviews dates, times and place will be advised thereafter.

CONTACT

- Please submit your application to Andy French - email address:
andy.french@icehockeyuk.co.uk
- Please include a CV and a letter setting out how you would meet the requirements of the role.

BACKGROUND INFORMATION

Ice hockey is the world's fastest team game, full of skillful stick handling, tactics, speed and grit. In the UK, ice hockey is a large spectator sport, has both amateur and professional leagues, and embraces some 12,000 participants from 'grass roots' to national team levels.

Ice Hockey UK (IHUK) is a company limited by guarantee which operates as the national governing body for ice hockey in the United Kingdom.

Over recent years, IHUK has been responsible driving a number of improvements in the game. Promotion to the top tier of world Hockey for our Men's Great Britain Team has been the pinnacle along with successfully hosting a number of Junior World Championship tournaments and, in partnership with the Belfast Giants organisation, delivering the first Men's World Championship on home soil for over 25 years. The organisation has recently completed and implemented a financial review, the result of which is a very healthy fiscal position which has allowed for re-investment in the sport. The establishment of a Programme Board to manage the GB programme for eight teams together with the appointment of a National Development Officer has provided an enhanced development pathway for our elite athletes. The appointment of a new Chief Referee has seen an overhaul of IHUK's Officiating Programme which is now held in International esteem.

The Organisation has been a major partner in the proposed development of one new unified Governing Body for the Sport. This process has now been completed with a decision taken to continue with a Home Nation Association model. IHUK will now require to refocus and re-evaluate its position as the Sports recognized International Governing Body for the sport in the UK. We will work with our Home Nation Associations and other Partners such as the Elite Ice Hockey League and University Hockey to review the arrangements as they currently stand, to play our full part in establishing clarity and understanding and to drive new partnership roles, functions and responsibilities in order to sustain the many recent successes and to continue to drive improvements for the sport in the UK.

The Board of Directors of IHUK is now looking to appoint a new Independent Chair with the experience, drive and skills to lead the organisation to complete these changes successfully and thus to continue to put the sport in a position to realize its full potential.

IHUK usually holds 6 Board Meetings each year. The Independent Chair will also be expected to attend, as IHUK First Delegate, the Annual and Semi-Annual International Ice Hockey Federation (IIHF) Congresses which are normally held abroad in May and September respectively. Additionally, the Independent Chair will be expected to attend, as the IHUK Representative, National Olympic Committee meetings, which are normally held four times a year in London. With other project and representative functions, the role is likely to involve a commitment of some 35 days per year.

ROLE DESCRIPTION - Independent¹ Chair

Fiduciary Duties

- To act as a Director of the Ice Hockey UK Limited ('IHUK' or 'the Company') in the best interests of the Company, with honesty and in good faith towards its Members, employees, principal funding partners, sponsors and the communities within which the IHUK operates;
- To fulfil his/her responsibilities under company law and regulation in the United Kingdom;
- To use such personal and professional skills together with such contacts, experience and judgement as s/he may possess with integrity and independence to optimize both the short-term and the long-term performance of IHUK;
- To play a full part in enabling the Board to arrive at balanced and objective decisions in the performance of its agreed role and functions, in line with the IHUK Articles of Association and Board Terms of Reference and to ensure that the objectives of the Company, as agreed by the Board, are promptly and properly carried out; and
- To act in the way s/he considers, in good faith, is most likely to promote the success of the Company for the benefit of its Members and for the sport as a whole.

Functions

In particular the role of the Chair is:

- To lead the Board in the effective management of the affairs of IHUK;
- To chair meetings of the Board and settle the agenda for each meeting with the Chief Executive and/or Company Secretary, if appointed, and ensure that such meetings are convened;
- To chair meetings with the Company Directors without executive management present, when necessary for reasons of confidentiality or sensitivity;
- To ensure that the IHUK Board and its Committees are kept properly informed on all important matters;
- To recruit appropriately experienced persons, both from within and outside the sport, to take on independent non-executive director roles on the IHUK Board;
- To maintain regular communication with senior staff so as to be aware of all major events and problems and of progress towards the fulfilment of the Company's strategy, policies, budgets and forecasts;
- To maintain outside contacts with the sport's funding partners, sponsors, potential investors and the public, assisted and advised where appropriate by the senior management, and act as spokesman for the Board;
- To ensure that each Board Member has the necessary freedom and opportunity to express her/his views;
- To be available for consultation with any Board Director, and to act as guide and mentor to individual Board Directors.

¹ 'Independent' means someone who is free from any close connection to IHUK or its Member Bodies and who, from the perspective of an objective outsider, would be viewed as independent. Alongside a specific skill set or experience, this individual should bring a dispassionate objectivity to the Board that a close connection to the National Governing Body (e.g. active involvement in its affairs or a

fiduciary interest) through regional or national representation, or other interests, cannot provide. Often, but not always, an independent will not be an individual member of IHUK (although s/he may be an individual member simply because they play the sport).

PERSON SPECIFICATION - Independent Chair

Persons holding, or standing for election for, the role of **Independent Chair of IHUK** should meet the following personal specifications.

Required key skills, experience and qualifications:

- Established reputation as a leader and strategic thinker within sport
- Recent experience of chairing boards and/or committees within sport
- Significant experience of operating at a senior level in a strategic capacity
- Working knowledge of sports-related public affairs
- Experience of speaking in public and to the media
- Strong interpersonal, communication and negotiation skills
- Ability to work positively within a team
- Ability to develop effective, sustainable partnerships within the sport and with key stakeholders
- Ability to support, challenge and manage a relationship with the Board Directors and any Chief Executive who may be appointed

Desirable skills, experience and qualifications:

- Experience as a director, trustee or committee member in a commercial or voluntary or public sector context;
- Established reputation as a leader and strategic thinker in the commercial or voluntary or public sector context.

Required behavioral competencies and qualities:

- Strategic perspective and vision
- Drive and commitment, and the ability to demonstrate these attributes to others
- Selflessness, integrity, objectivity, accountability, openness, honesty and leadership (Nolan Principles)
- Commitment to the sport and the organisation
- Strong intellectual and analytical abilities
- Innovative thinking, with ability to focus on the issues to be dealt with
- Dynamism, enthusiasm and energy
- Resilience and ability to make things happen
- Willingness to devote the necessary time and effort
- Willingness to be an ambassador for the organisation and the sport
- Willingness to adhere to the IHUK Board Code of Conduct