

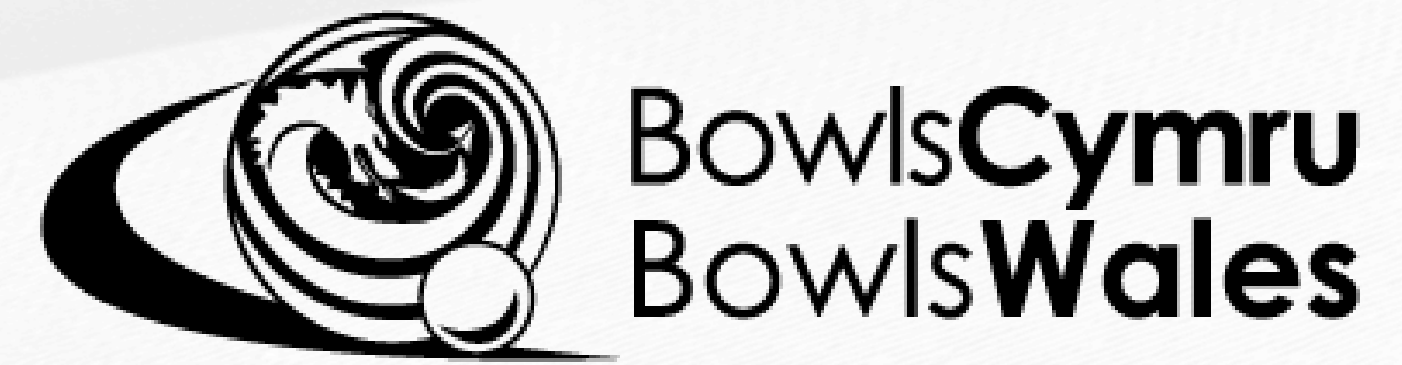
RECRUITMENT PACK

Non-Executive Directors x2



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BOWLSWALES



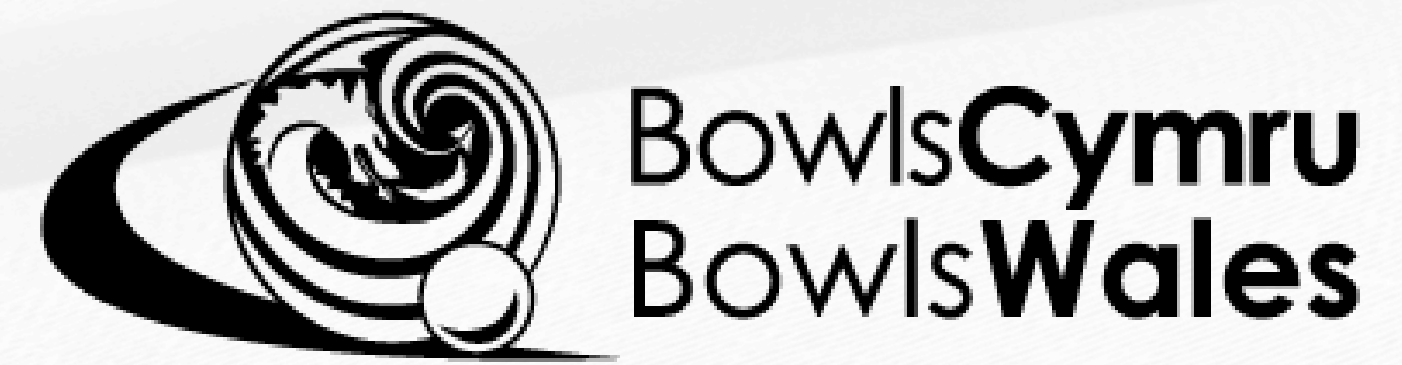
BowlsWales is a company limited by guarantee with directors both from within and outside of the game. The skills-based Board comprises a diverse group of individuals that bring value, passion and knowledge to the board and the sport. The BowlsWales membership comprises of the various NGB's that govern their code of the game, including Outdoor, Indoor, Short Mat and Crown Green. The membership also includes service associations that include Umpires and Coaching.

As an organisation, we are committed to advancing the sport's accessibility, securing commercial partnerships, and collaborating with our stakeholders to unlock new opportunities for development.



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Employer: BowlsWales



Location

South Wales and hybrid. The majority of meetings are virtual with some in person. The BowlsWales office is located at the Sport Wales National Centre, Sophia Gardens, Cardiff.

Salary

Unremunerated. Reasonable expenses may be claimed.

Time commitment

2-3 days a month. Usually 6 board meetings per year plus an Annual General Meeting. Directors may be asked to represent the organisation at other relevant meetings and events.

Closing date

29th October 2025



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INTRODUCTION

BowlsWales is the co-ordinating body for the sport of bowls in Wales. Working closely with the governing bodies of each code, our mission is to promote and develop the sport at all levels and across all disciplines, fostering a thriving, inclusive bowls community.

At an important moment of development of the game of bowls in Wales and its governance, we are now seeking to appoint we are seeking to appoint two new non-executive directors to the board with expertise in the following areas:

- People/HR/safeguarding
- Governance/risk/legal.



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www.bowlswales.com

You will join BowlsWales at an exciting time as we look to develop a new strategy, enhance our governance practices, and support bowls in Wales to realise its potential. You will play a key role in shaping the direction of the organisation, ensuring robust oversight, and contributing to our mission of growing the sport of bowls in Wales.

If you are driven by the opportunity to make real change and passionate about growing a sport with deep community roots, we want to hear from you.



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The role:

You will be appointed to the Board of BowlsWales, which is responsible for overseeing the strategic direction, governance, and financial health of the organisation.

These roles are non-executive in nature, providing strategic oversight and governance leadership. Directors may be assigned specific portfolios such as safeguarding, legal, or finance.

Directors serve a term of 3 years and will have the opportunity to serve an additional 3 years following re-appointment.



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General responsibilities

- Attend and actively contribute to Board meetings, working groups, or committees.
- Help shape the strategic direction of BowlsWales
- Ensure effective governance and a positive organisational culture
- Promote collaboration between the Board, staff, volunteers, and clubs to shape and deliver BowlsWales' strategic vision, goals, and priorities.
- Ensure legal, financial and regulatory compliance.
- Monitor performance and risk management.
- Promote the values of inclusivity, transparency, and accountability within the organisation and the wider bowls community in Wales.



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Person specification:

We are looking for two experienced and dedicated individual who possess the following:

- Commitment to BowlsWales' mission
- Previous experience in senior leadership or board roles, ideally within the sports sector, with a clear understanding of governance responsibilities.
- Independent thinking and sound judgment.
- Good interpersonal and communication skills, with the ability to work constructively as part of a team



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Skills and experience:

We are particularly keen to recruit individuals with expertise in any of the following areas:

1. Legal/Governance

- Qualified lawyer (essential)
- Experience in contract law, company law, and corporate governance
- Understanding of legal compliance in the sports sector
- Experience advising Boards



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2. Governance, audit & risk

- Professional experience in either corporate governance, audit or risk
- Understanding of governance and risk management frameworks
- Experience in sports governance desirable

3. HR / Safeguarding / Organisational Development

- Experience in safeguarding policy and practice
- HR leadership or organisational development background
- Understanding of volunteer and community-based sport environments



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What we offer:

- The opportunity to shape the future of bowls in Wales, influencing an entire sporting community.
- Support from a skilled, passionate Board and committed.
- Learning and development opportunities.
- The opportunity to represent BowlsWales and the sport at major events.

Term

- Directors can serve a term of 3 years and will have the opportunity to serve an additional 3 years following re-appointment.



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Are you ready for the challenge?

Making real and lasting change is seldom easy. To do so while upholding the proud traditions of a sport which in its various forms is a central feature of many communities across the country is a challenge that only few will have the patience, fortitude and charisma to achieve.

If you are driven by the opportunity to make real change and passionate about growing a sport with deep community roots, we want to hear from you. We are excited to speak with candidates who are ready to bring their leadership, vision, and expertise to the Board of BowlsWales.



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Commitment to EDI

BowlsWales is committed to building a diverse Board that reflects the communities we serve. For this recruitment, we particularly welcome applications from:

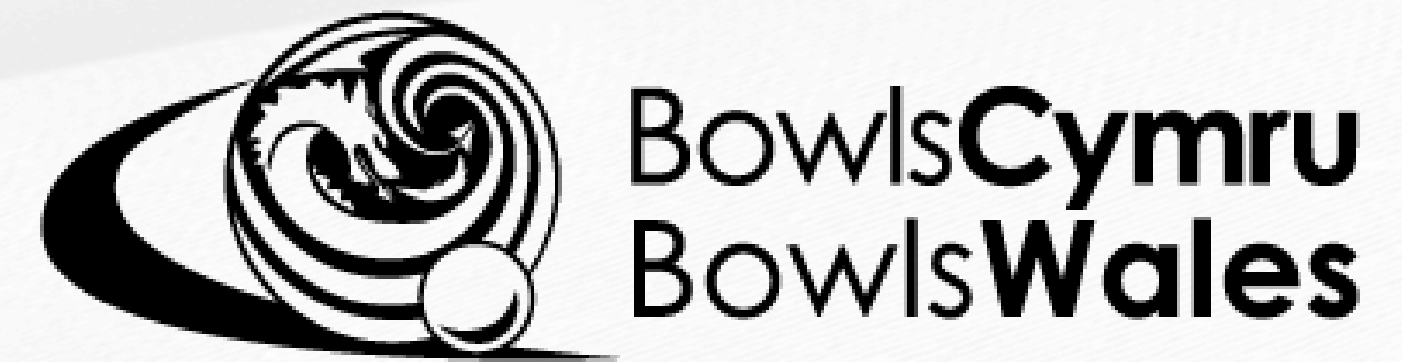
- Women
- People from Black, Asian, and Minority Ethnic (BAME) backgrounds
- People with disabilities (visible or invisible)

We also welcome candidates who may not meet every single requirement but bring other valuable experiences or perspectives. A knowledge of the sport or its governance and administrative structures is helpful but not essential.



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To Apply:



Please send your CV and either a:

- cover letter (no longer than 1000 words)
- short video (no longer than 3 minutes)

Outlining your relevant experience and how you meet the person specification to BowlsWales to BowlsWalesrecruitment@good-governance.org.uk

Queries

If you wish to have an informal discussion about the opportunity, please contact our recruitment partner GGI, BowlsWalesrecruitment@good-governance.org.uk.



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Recruitment timetable

Deadline for applications: 29th October 2025

Interviews: w/c 3rd and 10th November 2025

Reasonable adjustments

If you require any reasonable adjustments to the application process or have any access needs, please let us know. We are happy to accommodate any needs to ensure that all candidates can apply fairly and confidently.



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