

## **BowlsWales**

### **Non-Executive Directors x2**

#### **Employer**

BowlsWales

#### **Location**

Hybrid and South Wales. 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 are paid.

#### **Time commitment**

2-3 days a month. 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**

28 November 2025

#### **Introduction**

[BowlsWales](#) is the coordinating 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.

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.

#### **About BowlsWales**

BowlsWales is a company limited by guarantee. The Board comprises a diverse group of individuals, from both within and outside of the sport, who bring value, passion and knowledge to their role.

The BowlsWales membership comprises the various National Governing Bodies' that govern the respective codes of the game: Outdoor, Indoor, Short Mat and Crown Green. The membership also includes the Umpires and Coaching associations.

## About 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.

## 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.

## Person specification:

We are looking for three experienced and dedicated individuals 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

## Specific skills and experience:

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

### 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

### Governance, audit & risk

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

### HR / safeguarding / Organisational development

- Experience in safeguarding policy and practice

- HR leadership or organisational development background
- Understanding of volunteer and community-based sport environments

#### **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.

#### **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.

#### **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](mailto:BowlsWalesrecruitment@good-governance.org.uk)

If you require any reasonable adjustments to the application process, let us know.

#### **Queries**

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

#### **Recruitment timetable**

Deadline for applications: 28 November 2025.

Interviews will be held over the weeks commencing 1<sup>st</sup> and 8<sup>th</sup> December.