



Non-Executive Directors Candidate Information Pack

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OVERVIEW OF BOWLSWALES



Overview

BowlsWales is the National Coordinating Body for bowls in Wales, working across governance, participation, safeguarding, and performance to support the sport at every level.

We work in partnership with our member organisations — Welsh Indoor Bowls, Welsh Crown Green Bowling, Welsh Lawn Bowls, Welsh Short Mat Bowls Association, Welsh Bowls Umpires Association and Welsh Bowls Coaching Association — to ensure bowls in Wales is well governed, inclusive, and accessible to everyone, regardless of age, background or ability.

Bowls is one of the most intergenerational sports in Wales, played competitively and socially by people from pre-teens into their nineties. Wales competes on the world stage, with athletes representing the nation at the Commonwealth Games.

We align our work with the seven goals of the Wellbeing of Future Generations Act (Wales), ensuring BowlsWales makes a positive contribution to the social, economic, environmental and cultural wellbeing of Wales.

We are entering an exciting period of change: refreshing our governance structure, launching a new strategy, and supporting our athletes through the Commonwealth Games in Glasgow.

VISION, MISSION & PURPOSE

BowlsWales is committed to achieving high standards of governance, equality and safeguarding. As the national coordinating body, our role is to support, lead and bring together everyone involved or interested in bowls — providing a vision, strategy and structure for the sport across Wales.

Our strategy is currently being built around three outcomes and four enablers:

Outcomes: Growing · Inclusive · Relevant

Enablers: Understanding · People · Sustainability · Governance

Our Purpose

To govern the sport in a safe, fair and equitable way, and to lead bowls in Wales so it can thrive — now and for future generations.

THE ROLE

BowlsWales is entering an exciting new chapter, guided by a refreshed strategic direction and a modernised governance structure review — and we are looking for passionate, skilled individuals to join us on this journey.

We are currently seeking Non-Executive Directors to join our Board. This is a unique opportunity to help shape the future of bowls in Wales by contributing your expertise, insight, and commitment to strong governance.

We are particularly interested in individuals with experience in:

- Safeguarding (children and adults)
- Finance / Audit

Our Values

Our Board Directors are expected to embody BowlsWales's core values in everything they do:

Visionary · Inclusive · Open · Excellence · Professional

Purpose

The Board of Directors has an essential role in BowlsWales's governance and setting the strategic direction of the organisation. A Board member is required to:

Ensure the organisation pursues its objects as defined in its Articles

Contribute actively to the Board in giving strategic direction, setting overall policy, defining goals, and evaluating performance against agreed targets

Work as a Board to ensure strategic responsibility for safeguarding across the organisation

Ensure the financial stability of the organisation

RESPONSIBILITIES



As a Board Director, the following statutory duties (set out in the Companies Act 2006) apply:

- To act in accordance with the company's constitution, and to use powers only for the purposes for which they were conferred
- To promote the success of the company for the benefit of its members
- To exercise independent judgment
- To exercise reasonable care, skill and diligence
- To avoid conflicts of interest
- Not to accept benefits from third parties
- To declare to the company's other directors any interest a director has in a proposed transaction or arrangement with the company

In practice, this means Board Directors will:

- Thoroughly prepare for and read all papers circulated prior to meetings
- Attend and participate regularly, including constructive challenge
- Respond promptly to agreed actions and requests for information
- Attend the AGM and other General Meetings, as well as BowlsWales events as required
- Work towards reaching decisions by consensus
- Act as an ambassador for BowlsWales at all times

Commitment and Remuneration

- The post is a voluntary position; expenses will be paid
- Each Non-Executive Director shall be appointed for a term of 3 years, max 2 terms
- The time commitment is 6 board meetings a year (bi-monthly), with some additional work outside meetings such as attending events and approving documents. Estimated time commitment is approximately 2 days a month

MESSAGE FROM THE CHAIR

Thank you for your interest in the Non-Executive Director appointment on the Board of BowlsWales.

Bowls is one of Wales's most inclusive and enduring sports — played and loved by people of all ages and backgrounds, and represented with pride on the world stage at the Commonwealth Games. Our purpose is to govern the sport in a safe, fair and equitable way, and to lead bowls in Wales so it can thrive for generations to come.

You will be joining us at a pivotal time. We are moving to a skills-based board, refreshing our governance structure, and delivering an ambitious new strategy for the sport. This is a fantastic opportunity to help shape that future and ensure an even greater legacy for bowls in Wales.

The new Non-Executive Directors will play a key role in strategically leading the organisation in its decision-making, supporting our collective desire to see the sport grow and thrive, and providing positive experiences for everyone involved.



Richard Jones
Chair, BowlsWales

THE BOARD



The Board of Directors has an essential role in BowlsWales's governance and in setting the strategic direction of the organisation. The Board is responsible for developing the organisation's aims and objectives in accordance with its values and in line with legal and regulatory requirements.

BowlsWales is committed to the Sport Wales Governance and Leadership Framework, and to the principle of a balanced, inclusive and skilled Board. We continue to evolve the composition of our Board so that it reflects the relevant balance of skills, knowledge and experience needed to meet the organisation's needs — and represents the diversity of the community bowls serves, now and in the future.

BowlsWales is an equal opportunities employer and aims to provide a discrimination-free environment for volunteers and staff. We are committed to an action plan and policy in line with the Equality Act 2010, ensuring no applicant or Board member receives less favourable treatment because of a protected characteristic.

We are committed to developing a culture where respect and understanding is fostered, and where the diversity of people's backgrounds and circumstances is positively valued.

STRATEGY

Board members should help monitor the delivery of strategy, and set BowlsWales's vision, values and standards to ensure our obligations to members are understood and met. Board members should also set strategic aims and ensure the necessary human and financial resources are in place to meet our objectives.

Risk

Board members should provide leadership within a framework of prudent and effective controls, enabling risk to be assessed and managed. Board members should satisfy themselves on the integrity of financial information, ensuring accounts are a true and fair reflection of BowlsWales's financial performance, and that financial controls and risk management systems are robust and regularly monitored.

Performance

The Board should challenge the performance of the Chief Executive and Senior Management in meeting agreed goals and objectives, and monitor the reporting of performance.

People

The Board should be aware of the interests of all stakeholders, and should play a key role in appointing and reviewing the performance of the organisation's leadership.

SKILLS & COMPETENCIES

To operate effectively, make decisions and monitor performance — and to live out BowlsWales's values of being visionary, inclusive, open, excellence-driven and professional — our Non-Executive Directors should collectively possess a wide range of skills, knowledge, experience and competencies.

All members of the Board should preferably have:

- Experience of working as a company director or in an appropriate senior executive position
- The ability to represent and promote BowlsWales externally, leveraging networks to support fundraising and organisational development
- The highest standards of integrity and probity
- The ability to question intelligently, debate constructively, challenge rigorously and decide dispassionately
- The ability to work strategically as part of a team, and to lead effectively in areas of specific responsibility
- The ability to attend Board meetings and others as required
- A willingness to participate, ask questions and take responsibility
- Honesty, integrity and credibility in the community
- Tolerance and consideration of different views
- A track record of acting in good faith and in the best interests of an organisation
- An ability to listen, analyse, think clearly and work well with others
- The ability to create and maintain positive, productive relationships with stakeholders
- A commitment to championing the work of BowlsWales

EQUALITY & DIVERSITY



Our Non-Executive Directors actively work together to attract a diverse range of members, representative of the community bowls serves and seeks to engage.

Equality & Diversity

BowlsWales is an equal opportunities employer.

We want to meet the aims and commitments set out in our equal opportunities policy. This includes not discriminating under the Equality Act 2010, and encouraging equality, diversity and inclusivity across our organisation.

Completing our equal opportunities monitoring form is voluntary and can be done anonymously. This is a separate document from your CV and covering letter. Information provided is kept confidential and used for monitoring purposes only.

For further information regarding the equal opportunities form, please contact Joanna Owen (joanna.owen@bowlswales.com), and — should you wish to — return the form with your application.

Privacy Policy.

For information about how we use and store your data, a copy of the Privacy Policy is available upon request.

APPLICATIONS



Deadline for applications is Sunday 16th August, with interviews taking place week commencing 24th August.

Please submit a covering letter and CV to joanna.owen@bowlswales.com by the closing date if you would like to apply for the vacancy.

Should you wish to speak with someone within the organisation prior to submitting an application, please contact Joanna Owen (joanna.owen@bowlswales.com).

CONTACT INFORMATION



 joanna.owen@bowlswales.com

 www.bowlswales.com