



**horsescotland**  
enable develop excel  
the national organisation for all  
equestrian sports and activity in Scotland

## Board Director Vacancies

**horsescotland** is the national organisation for all equestrian sports and activity in Scotland.

Our shared vision is:

To **enable** those in our sport and sector,  
by supporting their **development**,  
to **excel** in what they do best...

The key outcomes for Scottish equestrianism are to:

- increase the overall levels of participation and equestrian activity in Scotland
- enable Scottish riders, drivers, vaulters and equines to excel on the world stage
- support **horsescotland** Member Bodies to flourish by working collaboratively

### The Opportunity

As one of our Board Directors you will gain expertise supporting and advising a dynamic Board and helping to shape the future of Scottish equestrianism. This is a great opportunity for someone with a passion for equestrian sport and presents great potential for the development of new/existing skills and meeting a new network of people. In this role you can make a genuine difference to equestrian sport at the highest level in Scotland.

To support and drive our ambition to develop equestrianism performance, development, and participation activity in Scotland for our 2021-2025 strategic plan, the Board is expanding and looking to appoint to the following roles:

### Board Director – Equality, Wellbeing and Safeguarding

**horsescotland** is looking to appoint an experienced and enthusiastic individual to oversee the organisation's obligations and drive for equality and for ensuring the wellbeing and safeguarding of vulnerable individuals across all areas of equestrian sport.

#### Main Duties:

- Lead on policies and education around equality, wellbeing and safeguarding
- Equality (equality focus group is looking at projects to develop training opportunities and raise awareness. Look to establish better links with Active schools, Equality groups etc)
- Support Member Bodies in meeting the Child Wellbeing standards and encourage the use of the new Childrens 1<sup>st</sup> online toolkit in individual clubs
- Lead the organisation through the Equality standard every two years.
- Work with our Partners – Plan 4 Sport, Children 1st, Equality Groups and VSIDS
- Along with Safeguarding Team respond to queries or issues raised by members with regards to equality, wellbeing and safeguarding

### **Skills/Experience/Attributes:**

- Preferably knowledge, experience and understanding of equality, wellbeing and safeguarding, however training will be given
- Ability to demonstrate commitment to ensuring compliance in these central functions of our organisation
- Commitment to promote the highest standards of corporate governance
- The ability and willingness to influence the development and implementation of **horsescotland's** policy
- The ability to represent **horsescotland** acting as an ambassador for the organisation at all times
- Knowledge or willingness to learn the structures of Scottish sport particularly in relation to equality, wellbeing and safeguarding.
- The ability to work strategically as part of a team and to lead effectively in areas of specific responsibility of this role.

### **Board Director – IT, Communication and Marketing**

**horsescotland** is looking to appoint an experienced and enthusiastic individual to oversee the organisation's IT, Communication and Marketing activities. In this wide-ranging remit, we appreciate that someone may not have all of the skills but we do have other support for this role on the Board and within the **horsescotland** team.

### **Main Duties:**

- Provide advice and guidance on IT to ensure we are maximising the tools we have available and recommending new tools where appropriate
- Support on-going development of **horsescotland** App with third party developer
- Support on-going development of **horsescotland** website
- Development of IT policies including Cyber Security
- Development of social media plans, policy and governance.
- Development of communication plans and policies
- Provide Marketing and PR advice to enhance our organisation.
- Promotions of Equestrianism, Member Bodies and **horsescotland** programmes in a positive light especially outwith the equestrian sector.

### **Skills/Experience/Attributes:**

- Knowledge and experience of one or all of the areas within the role's portfolio
- Ability to demonstrate commitment to **horsescotland** and its objectives
- Commitment to promote the highest standards of corporate governance and seek compliance wherever possible
- The ability and willingness to influence the development and implementation of **horsescotland's** policy
- The ability to represent **horsescotland** acting as an ambassador for the organisation at all times
- Knowledge or willingness to learn the structures of Scottish sport
- The ability to work strategically as part of a team and to lead effectively in areas of specific responsibility of this role.

### **General Board Director Responsibilities for both positions**

- Provide input into strategy development
- Support on-going activities to find and develop new funding streams
- Monitoring/ Measuring KPI's
- Ensure Health & Safety policies and procedures are adhered to
- Provide advice and guidance to member bodies

- Support the national Equestrian Awards
- Support member bodies events and AGMs

### **Time Commitment:**

The ability to attend approximately 8 Board Meetings per year, 1 Annual General Meeting and any other meetings as required (approximately 2-3 days per year). Directors are also expected to lead or play an active role on a Strategic Group and Sub-Committee as required

### **Remuneration:**

The post is on a voluntary basis and is non-remunerated.

### **Terms and Conditions:**

A Director is initially appointed by the **horsescotland** Board, with this appointment ratified by the members at the subsequent Annual General Meeting. The term of a Director will be as set out per the **horsescotland** Articles of Association

### **Selection Process**

To apply for the position please e-mail a short CV with a covering letter outlining why you feel you are the right person for the role. This will be followed up by a short meeting with the **horsescotland** Nominations Committee.

Our positions are open to everyone to apply but we are very keen to receive applications from our member bodies to join our Board. Should you wish to be nominated through a **horsescotland** member body please follow the application process in the link [Board Members | Horsescotland](#)

Should you wish an informal discussion on this role please contact [chair@horsescotland.org](mailto:chair@horsescotland.org).

We ask that you e-mail your CV and covering letter marked private and confidential to [fiona@horsescotland.org](mailto:fiona@horsescotland.org). by 9 August 2021.