



CHAIR

APPLICATION PACK

INTRODUCTION

British Eventing, the national governing body for the Olympic sport of Eventing, is seeking to recruit a new Chair to lead the organisation through the next four years and to build on Team GB's success to move the sport forward towards Paris 2024 and beyond.

This is a unique opportunity to guide the development and implementation of new strategic goals, including enhancements to the governance model to achieve their delivery.

The successful candidate will work closely with the Chief Executive Officer in identifying and realising innovative opportunities for growing membership, rebuilding reserves, and expanding the accessibility and profile of the sport across all the levels from grassroots to elite.

BACKGROUND TO BRITISH EVENTING

British Eventing operates for the benefit of its 13,500 members. It is responsible for an annual programme of over 180 events and competition opportunities ranging from grassroots to professional riders, attracting some 500,000 spectators, 23,000 horses and riders, 30,000 volunteers and some 100,000 digital followers.

Team GB Eventers excelled at both European and Olympic level in 2021, displaying ultimate horsemanship in winning both team and individual medals. 2021 also saw the unprecedented award by the Federation Equestre Internationale (the international equestrian governing body) of a new international eventing competition at 5* level as a one-off event at Bicton Park: this was the result of a compelling collaboration with BE's key stakeholders. With the appointment of a new Chief Executive Officer and the development of new and exciting strategic goals, the next four years pose great opportunities, as well as serious challenges, for British Eventing.

We are seeking an experienced Chair to support the CEO and work with the Board to renew and drive British Eventing's strategic direction, to reshape its governance model and rebuild its finances, and to maintain and enhance its role as a leader within the world of sport.

OUR VISION AND OBJECTIVES

Eventing is the ultimate equestrian challenge, combining dressage, show jumping and cross country in one exciting activity. It is one of the few sports where men and women compete against each other on equal terms. Great Britain are currently the World, Olympic and European champions in eventing. The eventing season runs from March to October, with competitions from introductory level through to the highest international level

As the national governing body for eventing in Great Britain our aim is to deliver the sport to the highest possible standards. We are also striving towards a more accessible and engaging sport, while developing strategies to attract, train and educate all our stakeholders.

OUR CORE VALUES

BE Passionate
BE Respectful
BE Responsible
BE the Best

Our mission statement:

To provide the ultimate equestrian challenge

Our key objectives:

- Facilitate the delivery of a safe and fair sport
- Increase the success, profile, engagement, and participation across the sport
- Manage and facilitate the financial viability of the sport
- Drive innovation to modernise the sport
- Put communication and transparency at the heart of the British Eventing brand

Please consult the [British Eventing website](#) for detailed information about the sport and our organisation, including our strategic objectives, activities, and governance.

Our most recent [annual report can be found here](#).

GOVERNANCE STRUCTURE

British Eventing is one of the founding members of the British Equestrian Federation (BEF), the national governing body for equestrian disciplines in the United Kingdom. Within the BEF framework, we work closely with the other founding members (the British Horse Society, British Dressage and British Showjumping), and with all the BEF members to ensure the maintenance of consistent and constructive relationships with the Federation Equestre Internationale, and with UK Sport and Sport England as our funding partners in UK government.

The British Eventing Board is responsible for the overall good governance of the sport and the financial health of the organisation. The non-executive directors of the Board serve on a voluntary basis. The Board meets a minimum of six times per year.

The Board consists of

- Nine Board Directors, including the Chairman, who is appointed by the other Board directors
- Up to four Directors elected by the members
- Up to four Directors appointed by the Board, selected for their skills and competencies in relevant areas

Directors serve a term of four years. They can serve a further four years in direct succession if re-elected or re-appointed, and thereafter may serve again after a two-year break.

THE BOARD is supported by committees who review and propose rules, regulations, and initiatives to the Board for their consideration and approval. The Board also establishes working groups for specific purposes. The standing committees currently are:

- Finance and Commercial
- Sport
- Risk Management
- International
- IT Steering

JOB PURPOSE

To lead the British Eventing Board in providing strong direction to the development and execution of British Eventing's strategy, working with our stakeholders to deliver the best possible experience for our membership within a robust and responsive governance framework

In doing this, bring the appropriate cultural balance of challenge and support to the executive team, and model this in their own behaviour.

KEY RESPONSIBILITIES

The Chair is responsible for the leadership of the British Eventing Board and is accountable for the effectiveness of the Board. The Chair is required to:

- Promote the highest standards of corporate and sport governance
- Provide effective strategic leadership of British Eventing, ensuring the Board is focused on
 - Creating value for the organisation
 - Making high quality strategic decisions
 - Ensuring that British Eventing has an appropriate strategy that is consistent with the purpose and objectives of British Eventing, and overseeing delivery of the strategy by the executive team
 - Protecting British Eventing's brand and reputation
 - Overseeing good financial and cultural governance (including setting the tone from the top on culture and ethics); and
 - Ensuring that British Eventing has the best possible executive leadership

- Be a strong external advocate for British Eventing through building and holding strong and productive relationships with key stakeholders
- Promote a culture of openness, transparency, and respect throughout British Eventing
- Ensure that British Eventing acts responsibly having due regard to its reputation, and that as a national governing body of sport and as a representative of its members' interests it does the right thing in the right way for its members and wider stakeholders including participants, athletes, employees, volunteers and customers.
- Ensure that British Eventing achieves its purposes in accordance with its Articles of Association

SPECIFIC RESPONSABILITIES

The Chair leads on all governance matters to ensure that good corporate governance structures are in place to oversee the running of British Eventing in accordance with best practice and that there is a clear structure for and effective running of the Board and its committees.

THE CHAIR

- Chairs Board meetings having agreed a balanced agenda with the Chief Executive covering all relevant business including performance, strategy, risk and people
- Creates the conditions for overall Board and individual director effectiveness so that the Board achieves its full potential, including facilitating and encouraging active engagement of appropriate challenge by the Board
- Ensures that the Board has a balance of skills, experience, independence, and knowledge with due regard to the benefits of diversity and appropriate targets, in overseeing nominations for appointments to the Board and maintaining appropriate succession plans for identified or potential vacancies
- Is the line manager of, and provides a sounding board for, the Chief Executive, and constructively challenges the Chief Executive's proposals/actions
- Monitors organisational health, financial performance, and risk management

SKILLS AND EXPERIENCE REQUIRED

This role requires significant leadership capability along with a good understanding of and passion for the sport of Eventing

The successful candidate must have:

- Excellent stakeholder and relationship management skills at Board or senior management level
- Experience as a chair at Board or Board committee level
- A strong understanding of the sports landscape with particular focus on equestrian sport
- A demonstrated ability to take a strategic approach in guiding the development and delivery of agreed goals
- An understanding of corporate governance requirements and how to manage these at Board level
- Commercial experience in working with, or within, a business, including participation in or oversight of revenue-raising activities

TIME COMMITMENT

It is expected that the Chair will commit approximately 48 days per year to the role. This includes all Board meetings, both scheduled and ad hoc in nature. Beyond this, the Chair will also be expected to attend major national and international eventing competitions, and relevant forums and conferences.

INTEGRITY AND STANDARDS

The Chair is expected to meet the highest standards of integrity and to adhere to the Seven Principles of Public Life (the Nolan Principles) (see Appendix).

The Chair must, among other things:

- Ensure that they understand their duties, rights, and responsibilities, and that they are familiar with the function and role of British Eventing and any relevant regulations
- Not misuse information gained in the course of their service for personal gain or political purpose, nor seek to use the opportunity of service to promote their private interests or those of connected persons, firms, businesses, or other organisations.

TERMS OF APPOINTMENT

The appointment will be for an initial four-year term. This may be extended for one further four-year term subject to renewed appointment as a director and Chair by the British Eventing Board.

- At the discretion of the Board, the Chair may receive an honorarium of up to £5,000 per year
- Reasonable expenses incurred for costs such as those for travel and accommodation are also paid.

THE APPLICATION PROCESS

British Eventing has established a Nomination Panel to lead the recruitment process. The Panel is chaired by Terry Miller, British Eventing's Nominated Director on the board of the British Equestrian Federation, and its members are the CEO of British Eventing, the Chair of the Event Horse Owners Association, the Chair of the British Event Organisers Association, and the Chair of the Eventing Riders Association. The Panel's Terms of Reference can be found on the [British Eventing website here](#).

HOW TO APPLY

Please send your cv and a brief covering letter (no longer than 2 A4 pages) demonstrating how you meet the stated criteria and how you will bring the required experience, skills and knowledge to be successful in the role.

Please send to **Alexandra Bright** at alexandra.bright@britisheventing.com.

Should you wish to discuss the role with one of the members of the Panel before applying, please send a request by email to Alexandra Bright as soon as possible.

All applications must be received by close of business on January 7, 2022.

The Panel will review all applications and will schedule interviews with selected candidates during January, resulting in recommendations for interviews by the British Eventing Board with a final short list of preferred candidates.

References will be taken up before final agreement to any offer of appointment is made.

British Eventing is recognised as an equal opportunities employer. We actively promote diversity and we positively encourage applications from qualified and eligible candidates from all parts of the community regardless of age, disability, gender reassignment, marriage and civil partnership, sexual orientation, pregnancy and maternity, race, religion, belief and gender.

APPENDIX

THE SEVEN PRINCIPLES OF PUBLIC LIFE

1 Selflessness

Holders of public office should act solely in terms of the public interest.

2 Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

3 Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

4 Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

5 Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

6 Honesty

Holders of public office should be truthful.

7 Leadership

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.