

## BOARD VACANCY

### Non-Executive Director - Legal

#### The Opportunity:

An opportunity has arisen for a positive, driven team player to join the Scottish Squash Board as a Non-Executive – Legal. The successful individual will gain expertise of supporting and advising a small and dynamic Board. As a Board member, they will help to shape the future of the sport of squash in Scotland, particularly in relation to overseeing the next stage of the modernisation of the sport; continuing the positive culture that is being developed across the sport, further building of our positive partnerships / relationships as we build towards a new long term strategy to be launched in April 2027.

This is a great opportunity for someone with a passion for sport and presents great potential for the development of new/existing skills, meeting new people and new networks and making a genuine difference to sport in Scotland.

#### About Scottish Squash

As the national governing body of squash in Scotland, we're committed to growing the sport at all levels. Our strategic plan – Together for Squash in Scotland outlines our ambition to be recognised as a governing body that seeks, listens and responds to feedback and one that is underpinned by strong governance to raise the profile of Squash in Scotland.

We work together with the regions and the clubs, to help participants to enjoy their squash, be the best they wish to be, and have a lifelong participation in the game.

Squash in Scotland is experiencing a period of growth, with a focus on introducing more young people and women & girls into the sport. We have a strong pathway from U11 age groups up to our National senior teams, ranked 4<sup>th</sup> (Women) and 5<sup>th</sup> (Men) in Europe. Squash will be played at LA28 Olympics for the first time and as part of GB Squash, we aim to inspire a new generation of players within Scotland to achieve begin their journey into the sport.

#### Our Mission

To achieve our ambitions, Scottish Squash will work together with the regions and the clubs, to help you to enjoy squash, be the best you wish to be, and have a lifelong participation in the game.

#### Our Values

Underpinning everything we do are our values, and it is important that our Board, staff and squash family lives these values if we are to be more successful.



## Role Description

All Board directors share the legal responsibilities that go along with being a Board Director of promoting good governance, enabling and monitoring organisational performance and supporting the executive team, according to the Scottish Squash Articles of Association:

<https://www.scottishsquash.org/wp-content/uploads/2018/11/ADM01-P01-Articles-of-Association.pdf>

### **Specific Responsibilities: Board Director Legal**

1. In liaison with the Chair, fellow Directors, the CEO and the executive leadership team, to provide strategic input into Scottish Squash legal policies and to exercise oversight of the Company's risk
2. To sit on the Risk, HR and Compliance Sub Committee (a Board Committee).
3. To offer support to the Scottish Squash Board and Executive Team in relation to legal matters.

### **General Role of Directors (individually and collectively)**

1. To provide leadership of Scottish Squash, as the Company, within a policy and procedural framework of effective controls, which enable risk to be assessed and managed.
2. To set the company's strategic aims, ensuring that the necessary financial and human resources are in place for the Company to meet its objectives, contributing to the formulation of Scottish Squash Strategic and Annual Plans
3. To set the Company's values and standards and ensure that its obligations to its members, to the sport and to other stakeholders (including funders and all its statutory obligations) are understood and met.
4. To exercise all reasonable care and judgement, to uphold the highest standards of integrity and probity, and to safeguard the name and reputation of the Company.
5. To ensure the Company accounts present a true and fair reflection of its actions and financial performance, and that the necessary internal financial control systems are put in place and monitored regularly and rigorously.
6. To scrutinise the performance of Scottish Squash operational management in meeting agreed goals and objectives and to monitor the reporting of performance against agreed strategic and operational plans and budgets.
7. To develop a constructive working relationship with the Chair, fellow Directors, CEO and Senior Management Team, providing support and guidance in areas of particular expertise and knowledge, and to motivate the Scottish Squash team
8. To uphold the values of the Association, as an appropriate role model and to ensure, as a Director, that he/she promotes equality and diversity for all its members, staff and other stakeholders.
9. To attend Scottish Squash Board meetings, AGM and relevant committee meetings
10. To occasionally represent Scottish Squash at various formal and informal functions and meetings.

### **Skills and experience required**

The successful candidate will be able to demonstrate and apply their expertise to the following:

- Strong governance and compliance understanding
- Contracts and legal documentation
- Risk management
- Corporate governance (including compliance with policies, and policy creation/adaption)
- Contentious experience or knowledge of disciplinary/regulatory processes

The focus of the board is to support and provide oversight to the performance of the executive team, specifically in relation to strategy-delivery, ensuring that the resources are in place for its delivery, reviewing and maintaining a strong governance framework, providing financial oversight, managing risk and, in certain areas, supporting with stakeholder relations.

### **Person Specification**

We seek Board Directors who reflect the organisational values: encouraging inclusivity and diversity across the sport, with a focus upon person centred empowerment, encouraging collaboration across the sport and connectivity / partnership working. We actively encourage support and empowerment of all to be the best they wish to be.

### **Time Commitment:**

The Board meets four times each year (three remote and one face to face) and there will be a further four meetings of the Risk, HR & Compliance Sub Committee (all remote). Additional ad hoc evening and weekend work may be required. The role will commence in September 2026

### **Expenses/Remuneration**

The role is unremunerated, however reasonable travel and meeting expenses will be reimbursed according to Scottish Squash policies and procedures.

### **Accountability**

The role is accountable to and for the Scottish Squash President and Chair of the Board Hakim Din.

The Director for Legal will be elected onto the Board of Management for a three-year term with a possibility of being elected for a further 3 years at the AGM.

### **Recruitment Process:**

Interested applicants are invited to submit a CV and short cover letter stating why they are motivated to apply for the role to: [recruitment@scottishsquash.org.uk](mailto:recruitment@scottishsquash.org.uk) for the attention of **Hakim Din**, President Scottish Squash.

For more information on the role, contact Paul Macari, CEO [paul.macari@scottishsquash.org](mailto:paul.macari@scottishsquash.org)

**Applications close 5pm on Friday 9<sup>th</sup> May**

Link to more information on the Scottish Squash website: [www.scottishsquash.org](http://www.scottishsquash.org)