

## CANDIDATE SPECIFICATION OF BOARD CHAIRPERSON

### Essential Criteria

#### Leadership and Governance

- Proven experience in a senior leadership or Board role, ideally as Chair or Vice-Chair.
- Strong understanding of corporate governance, risk management and compliance.
- Ability to chair meetings effectively, build consensus and manage differing views with diplomacy.
- Understanding of the statutory responsibilities of company directors under UK law.
- Understanding of Scottish and UK sporting landscape
- Experience in public relations, stakeholder engagement or government relations.
- Track record of leadership development, organisational change and strategy delivery

#### Strategic & Financial Acumen

- Demonstrated experience in strategic planning, business oversight and performance monitoring.
- Good understanding of financial management, budgeting and sustainability.
- Ability to provide effective challenge and support to the Chief Executive and Senior Management Team.

#### Communication & Influence

- Excellent interpersonal and communication skills with the ability to engage, motivate and inspire.
- Confidence in representing Scottish Swimming at external meetings, events and with partners.
- Ability to build and maintain strong relationships across a wide range of stakeholders.

#### Commitment & Values

- Commitment to Scottish Swimming's vision, values and strategic objectives.
- Understanding of, and commitment to, equity, diversity and inclusion.
- Advocates for a positive, safe and inclusive sporting culture.
- Willingness to devote the necessary time and energy to the role, including preparation for meetings and attendance at key events.

#### Sector Knowledge and Experience

- Experience of working within, or in partnership with, the sports, public or not-for-profit sector.
- Understanding of swimming and aquatic sports.
- Previous experience serving on, or advising, a UK or Home Nation governing body

### Personal Attributes

- Integrity, fairness and strong professional credibility.
- Strategic thinker with a collaborative and inclusive approach.
- Excellent judgment and emotional intelligence.
- Confident decision-maker who leads with empathy and respect.
- Passionate advocate for aquatic sport and its long-term sustainability in Scotland.

<b>Time Commitment &amp; Tenure</b>
<ul style="list-style-type: none"><li>▪ Attendance at approximately six Board meetings per year (normally held in Stirling), the Annual General Meeting (usually late September), and two Council meetings annually.</li><li>▪ Attendance at other events and meetings on an agreed and occasional basis.</li><li>▪ The Chairperson may be required to serve as a Director on the Aquatics GB Board, attending around six meetings per year (typically held in England, with overnight travel required).</li><li>▪ The role is voluntary, with reasonable travel and out-of-pocket expenses reimbursed.</li></ul>



***November 2025***