



Senior Independent Director

PERSON SPECIFICATION

Core competencies:

- **Leadership** – Effective leadership skills. Has a successful track record of leadership and strategic management, having operated effectively at a senior level in the commercial, public or voluntary sector. Ability to inspire confidence.
- **Communication** – Confident communicator. Able to listen to the views of others and make reasoned contributions to debate. A willingness to speak their mind.
- **Strategic thinking** – Understands the organisation's overall strategy, able to assess implications before making decisions. Strategic vision, thinking, planning and oversight.
- **Judgement** – Independence of mind. A proven track record of providing clear, independent, balanced advice and guidance with the ability to challenge constructively.
- **Negotiating and influencing** – Demonstrates effective skills in persuasion and negotiation to influence others and to set the style and tone of Board meetings in order to promote effective debate and decision making. Ability to work effectively with a range of stakeholders at all levels. Effective networking skills with senior influencers.
- **Team working** – Ability to develop positive relationships that generate confidence and respect. Ability to engage and enthuse people individually and in groups. Experience of working in collaboration with others, working towards common goals and shared objectives.

Abilities, skills and knowledge:

- Experience of chairing Boards or committees.
- Knowledge of good governance and an understanding and acceptance of the legal duties, responsibilities and liabilities of a SASSOT Board member.
- Knowledge and understanding of the sport and physical activity landscape and

the issues currently influencing it

- Ability to actively monitor and manage the performance of the organisation, encouraging and supporting others to achieve the highest standards of governance, scrutiny, legal and financial responsibilities.
- Able to assess and manage risk and promote risk awareness without being risk averse.
- A strategic thinker, able to analyse complex information, demonstrate clear analytical intellect and guide rational decision making. Ability to apply creative and imaginative solutions, with good judgement and a commitment to results.
- Able to challenge appropriately and hold the Board and senior staff to account, with wider vision to raise standards across the organisation.
- Ability to participate fully and effectively as a member of the Board, take decisions for the good of SASSOT and deliver collective responsibility.
- Skilled at bringing people together to generate a strong team spirit.
- Demonstrates a strong and clear commitment to equality and diversity.
- Ability to command respect from others and to build trust from colleagues and stakeholders.
- Demonstrates proficiency in financial management, strategy and planning.
- IT literate and comfortable with handling, analysing and prioritising data.

Personal attributes:

- Commitment to SASSOT and its effective governance.
- Integrity and credibility.
- Tact and diplomacy.
- Willingness to devote the necessary time and effort to the role.
- Effective self-management skills.