



ROLE DESCRIPTION BADMINTON WALES COACHING/DEVELOPMENT DIRECTOR (NORTH/MID WALES)

This document details a general role description and person specification for a Badminton Wales Board Director followed by the specifics of the Coaching/Development Director (North/Mid Wales) role.

GENERAL ROLE CRITERIA FOR BADMINTON WALES BOARD DIRECTOR

Background

The roles and responsibilities of the Badminton Wales Board are shared and all members are equal from a legal perspective. The office bearers usually have additional specific duties and portfolios that they undertake on behalf of the Board that have been delegated by the Board. In addition, the Chair and Finance Director may have duties imposed by the Articles as well as the Board's own policies.

The general duties typically include: -

- Defining the organisation's aims, direction and priorities.
- Ensuring that Badminton Wales aims, direction and priorities are clearly articulated and that there is wide understanding and support for them.
- Agreeing the strategy, plans, policies and the funding required to achieve the aims.
- Gaining the organisation's members and stakeholders views in determining direction and goals and maintaining communication with them.
- Specifying key outcomes, referred to as Key Performance Indicators (KPIs) and approving the availability of resources to achieve them.
- Monitoring the progress of Badminton Wales in implementing the strategy, plans and processes against financial plans and budgets.
- Ensure that Badminton Wales complies with all legal and regulatory requirements and statements of best practice and conducts its business in a transparent manner at all times.
- Guarding and serving the interests of Badminton Wales Members and other stakeholders, including responsibilities to funding partners, staff, sponsors and the community at large.
- Taking reasonable steps for the prevention and detection of fraud and other irregularities.
- Ensuring that the Board complies with statutory and contractual requirements and with the Board's own policies.
- Establishing a framework for assessment and management risk.
- Safeguarding the assets of Badminton Wales and agreeing a Reserves management process.
- Setting standards and evaluating the Board's own performance so that the Board can improve as a collective and as individual directors within it.
- Ensuring that there is appropriate succession planning.

- Focusing on the future not the past.
- Individual Directors will be required to take on a lead responsibility for a specific portfolio or project. An agreed level of delegation will be approved by the Board for any additional duties.

General Person Specification for Badminton Wales Director role

The following skills set are required to fulfil the role;

- Decision-making skills that allow informed decisions on a variety of matters.
- Strong interpersonal skills.
- Strategic perception and leadership skills.
- The ability to establish strategies and guide their implementation.
- The ability to discuss and debate with others and to constructively challenge ideas and decisions where necessary.
- Ability to form good working relationships within and outside the Board.
- Availability to attend meetings. Board Members must be prepared to attend Board meetings, usually a set number per annum (dates agreed in advance) and to be available for training as agreed by the Board itself.

COACHING/DEVELOPMENT DIRECTOR (NORTH/MID WALES) ROLE DESCRIPTION

The Coaching & Development Director (North/Mid Wales) is responsible for overseeing and monitoring the Coaching and Development Strategies required to grow badminton in North/Mid Wales. (A similar role will exist for South Wales). More specifically this involves:

- Advising the Board on the appropriateness of the growth strategy for North/Mid Wales developed by the staffing team
- Advising the Board on the strength of initiatives to broaden badminton in North/Mid Wales developed by the staffing team
- Advising the Board on the appropriateness of KPI's and targets for North/Mid Wales put forward by the staffing team
- In conjunction with the CEO, supporting the North and Mid Wales Regional Managers in their relationships with member organisations
- Acting as a communication channel between the Board and North/Mid Wales member organisations

In order to carry out this role, the responsible Director will need to have:

- A good understanding of sports development
- The ability to think strategically
- Experience of the measuring of progress through KPI's and targets
- A good knowledge of the principles of coaching and coach education
- The ability to both support and challenge the CEO and Regional Managers on coaching and development matters



- Good relationships with member organisations in North/Mid Wales or the potential to develop them