

Chair of the Board Recruitment Pack





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Fearless Women

Fearless Women is an organisation driving change in women's sport. We are a limited company, established in 2020, run by Sue Anstiss MBE and Kate Hannon.

In 2023 we received a three-year grant from Sport England to operate the not-for-profit elements of our business - the Women's Sport Collective, The Game Changers podcast and an educational programme to encourage more women to work in the sports industry.

We are now seeking an Independent Chair for our board of directors - someone who shares our passion for creating a gender-equal sports industry.

Applicants for this voluntary role will have broad knowledge of the sports industry, experience of the challenges facing women in sport, board or committee experience and an solid understanding of the fundamentals of good governance.

As Board Chair, you will be a champion for Fearless Women, adding value through your experience and skills to ensure the board is focused on our mission whilst fulfilling the statutory and governance requirements of government, partners, stakeholders and members.

Diversity is at the heart of our work to provide equal opportunities for all. We are particularly keen to see candidates from a wide range of backgrounds to ensure we are representative of the population and our community.

All the information you need should be contained in this recruitment pack, but if you have any questions do please get in touch with me or Kate Hannon.

Thank you for your interest,

Sue Anstiss MBE
CEO, Fearless Women





What we do

Driving change in women's sport

There's been a huge growth in all areas of women's sport in recent years, with positive shifts in media coverage and investment, more women in positions of leadership and influence, and increased participation for women and girls.

But there's still much more we can do.

At Fearless Women we help to drive this change across women's sport though our work in building community, creating engaging content and delivering advocacy.



COMMUNITY



CONTENT



ADVOCACY

We operate the Women's Sport Collective, a free, inclusive community for women working in sport with 7,000 members from 91 countries.

Demographics:

- 33% Directors / CEOs
- 28% middle management
- 28% exec level / students.
- 19% ethnic minorities (v 18% UK)
- 3% with disability (v 17.8% UK)
- 15% bi or lesbian (v 7% UK)

We create compelling content including podcasts, books, documentaries and newsletters.

Our award-winning podcast *The Game Changers* features trailblazing women in sport. It's now in series 18.

We produced *'Game On. The Unstoppable Rise of Women's Sport'* (Netflix) and *'Abbie Ward. A Bump in the Road'* (ITVX).

We connect and educate across the sports, education, corporate, charity and media sectors.

We facilitate introductions, provide content to the media and our CEO speaks at events.

We make regular visits to Universities, colleges and schools to highlight the growth in women's sport and career opportunities in sport.

Our Board

The Fearless Women Board of Directors will comprise of an independent Chair alongside three other directors. Our Board of Directors ensures Fearless Women has a clear strategy and that our work and goals align with our vision.

The Board have independent control over and legal responsibility for the company's management and administration. They are also responsible for the organisation's corporate governance and report annually to Companies House.

The new Chair will be given an induction to the company and an opportunity to spend time with the Senior Team. There will be opportunities for specific training for the Board as a group and individual directors as identified.

Time commitment required:

- Four full board meetings per year, with each meeting lasting up to 2 hours. Additional time will be needed to read through board papers ahead of each meeting
- Meetings are held online
- There will be occasions when a director is required to attend an event to represent the company
- In the course of a year the total commitment will be no more than eight days
- Directors serve a three-year term of office and can be re-elected to serve an additional two terms

The role of Chair is voluntary and is not accompanied by any financial remuneration, although expenses for travel may be claimed.



Responsibilities & Duties

Key Responsibilities

- Provide leadership to the board and ensure that directors fulfil their duties and responsibilities for the proper governance of the company
- Support, and where appropriate challenge, the CEO in working towards agreed goals
- Be an ambassador for Fearless Women to advance our work in gender equality

Duties of the chair include the following.

- Provide leadership to the board by ensuring that everyone remains focused on the delivery of the organisation's goals
- Chair and facilitate board meetings
- Ensure the company adheres to its Conflict of Interest Policy, directors follow the Code of Conduct and that all statutory governance requirements are met
- Give direction to board policy-making and the setting of the strategic direction of the company
- Bring impartiality and objectivity to decision-making
- Check that decisions taken at meetings are implemented
- Occasionally represent the organisation at events
- Act as a ambassador

With the Chief Executive:

- Plan the annual cycle of board meetings and other general meetings as required
- Develop the board of directors including succession planning and addressing conflicts within the board
- Liaise with the CEO to keep an overview of the organisation's business affairs and provide support as appropriate



GAME ON
*THE UNSTOPPABLE RISE
OF WOMEN'S SPORT*

Person Specification

The Chair should have the following qualities.

- A strong and demonstrable passion for the work of Fearless Women, its strategic objectives and mission
- Strong interpersonal, communication and negotiation skills and relationship building abilities
- A willingness to be an ambassador for Fearless Women and women's sport
- Tact and diplomacy with a strong ability to listen and engage
- Impartiality, fairness and the ability to respect confidences
- Enthusiasm and energy

Experience - **essential**

- Experience as a director, trustee or committee member with a commercial, voluntary or public sector organisation
- Awareness of equality and inclusion issues and the ability to articulate and challenge around these issues
- Understanding of good corporate governance

Experience - **desirable**

- Using Risk Management to control business processes and reporting
- Developing marketing/ PR and communications strategies
- Experience of data, insights and research methodologies and uses
- Commercial income generation
- Experience in developing strategic plans

Knowledge

It is **essential** that the Chair has a working knowledge of the sports industry and its stakeholders.

It is **desirable** for the Chair to have knowledge of the type of work undertaken by the organisation (eg community management, content creation etc).



Selection Process & Key Dates

- Interested applicants should submit a short written statement highlighting why they want this position and why they would be a good fit, along with their CV
- Please submit this via email to kate.hannon@fearlesswomen.co.uk
- We are particularly keen to attract applicants from diverse backgrounds
- The application process will open on April 2, 2024 and close on April 30, at 5pm
- Following receipt of your application, all shortlisted candidates (up to 5) will have an online interview with representatives of the Fearless Women Nominations Committee
- This Committee will review applications against the job specification and ask each candidate questions related to the role
- The successful applicant will be proposed to the Fearless Women Board on June 17 2024 with a goal to have the new Chair in post by June 30, 2024

Applications

Applications open	April 2, 2024
Applications close	April 30, 2024

Selection

Applications review	May 15, 2024
Candidates shortlist	May 18, 2025

Interviews

Shortlisted candidates called for interviews	May 20, 2024
Interviews for shortlisted candidates	May 20 - 30, 2024

Decisions

Successful candidate proposed to board of directors	June 17, 2024
Chair in position	June 30, 2024

How to Apply

Please submit a short written statement highlighting why you want this position and why you would be a good fit, along with your CV via email to kate.hannon@fearlesswomen.co.uk before 5pm on April 30, 2024.

Please also complete the voluntary [Equality and Diversity Monitoring form](#). The information on the form will be treated as confidential and used for reporting purposes and to support our aim for a diverse workforce only. The form will be kept separate and will not form part of the application process. you can complete the form online [here](#).

For general information about Fearless Women, or if you have specific questions about the role of the Chair, please contact: @kate.hannon@fearlesswomen.co.uk or sue.anstiss@fearlesswomen.co.uk

Please note the following key information before submitting an application:

- You must be at least 18 years old
- The role of Chair is voluntary and is not accompanied by any financial remuneration, although expenses for travel may be claimed

You cannot be a Director if you:

- Are a designated person for the purposes of antiterrorism legislation
- Are on the sex offender's register
- Have been found in contempt of court for making (or causing to be made) a false statement
- Are bankrupt or have entered into a formal arrangement (e.g. an individual voluntary arrangement) with a creditor, or you have been removed as a company director or charity trustee because of wrong doing.

Successful candidates must:

- complete a Declaration of Good Character form
- abide by the company's Code of Conduct policy
- comply with our 'Conflicts of Interest policy



Contact

For more information

sue.anstiss@fearlesswomen.co.uk
kate.hannon@fearlesswomen.co.uk

www.fearlesswomen.co.uk

