

ROLE DESCRIPTION

ROLE TITLE: Aquatics GB Independent Non-Executive Director (INED)

REPORTS TO: Aquatics GB Chair

REMUNERATION: £4,000 per annum

OVERVIEW

Aquatics GB is the Governing Body for Swimming, Para-Swimming, Diving, Artistic Swimming Water Polo and High Diving in Great Britain. It is responsible internationally for the high-performance representation of the sport and is a member of European Aquatics, the Continental Governing Body for aquatics in Europe, and World Aquatics, the World Governing Body for aquatics. Aquatics GB seeks to enable its athletes to achieve gold medal success at the Olympic and Paralympic Games, World and Continental Championships. The members of Aquatics GB are the three Home Nation Associations of England (Swim England), Scotland (Scottish Swimming) and Wales (Swim Wales).

The Aquatics GB Board is made up of twelve Board Members, including the Chair (independent), the Athlete Representative, four Independent Non-Executive Directors (one of whom is a Senior Independent Director) and five Nominated Directors from the Home Nation Associations namely; three Directors nominated by Swim England, one Director nominated by Scottish Swimming and one Director nominated by Swim Wales; and the Aquatics GB Chief Executive Officer as an ex-officio Member.

World Class Performance

Results

- Swimming – 1x Gold and 4x Silver at the Paris 2024 Olympic Games, 1x Gold and 1x Silver at the Singapore 2025 World Aquatics Championships
- Para-Swimming – 18x Gold, 8x Silver and 6x Bronze at the Paris 2024 Paralympic Games, 15x Gold, 14x Silver and 11x Bronze at the Singapore 2025 Para Swimming World Championships
- Diving – 1x Silver and 4x Bronze at the Paris 2024 Olympic Games, 1x Silver and 1x Bronze at the Singapore 2025 World Aquatics Championships
- Artistic Swimming – 1x Silver at the Paris 2024 Olympic Games, 1x Bronze at the Singapore 2025 World Aquatics Championships

- Water Polo – The Women’s senior team placed 11th at the Singapore 2025 World Aquatics Championships, and 9th at the Funchal 2026 European Aquatics Championships

International Influence

Aquatics GB continues to build its international profile and strong British representation with all stakeholders throughout our sport and with World Aquatics and European Aquatics. This ensures positive partnerships and enhances the continued success of work undertaken by our delegates, international technical officials and classifiers where having people in positions of influence can make a positive impact on aquatics and can ensure Aquatics GB has opportunities to address issues key to our agenda such as the Olympic and Paralympic Programme and good governance.

Staging Events

Aquatics GB’s Major Events strategy sets out our ambitions to host international events identified in line with both performance and commercial objectives. All of the events we deliver, both domestic and international, support the goal of long-term success for our athletes.

Through our domestic calendar of five events (3 x diving and 2 x integrated Swimming and Para-Swimming meets), Aquatics GB is able to create clear performance pathways and benchmark meets for our athletes across all disciplines. This supports the aim for success on the international stage, by providing them with vital competition experience in the lead up to European, World and Olympic and Paralympic Games.

STRATEGY AND PURPOSE

The Olympic and Paralympic Games and European and World Championships provide all sports with a global opportunity to celebrate the amazing moments that inspire us all. Aquatics GB has the task to nurture and support all our athletes who will hopefully be responsible for those medal-winning moments.

We also have a wider responsibility to work with the Home Nation Associations, and all involved in aquatics across Great Britain to ensure a healthy and growing sport. World-class success can inspire participation and inclusion but only if the whole of our sport works together to maximise this opportunity.

The purpose of Aquatics GB’s strategy document is to provide an overarching vision for Aquatics linked to the different disciplines. Performance sport thrives best when individuals and teams have clarity of purpose. Our individual disciplines display this, every day in training and competition. This focus sits within our overall vision and provides inspiration to the whole of aquatic sport.

Diversity, Equity and Inclusion Commitment

At Aquatics GB we believe that a culture of diversity, equity and inclusion not only benefits Aquatics GB, but supports wellbeing and enables our people to work better because they can be themselves and feel that they belong.

We are committed to promoting a working environment based on dignity, trust and respect, and one that is free from discrimination, harassment, bullying or victimisation.

Overview of Independent Non-Executive Director (INED):

The role of an Independent Non-Executive Director for Aquatics GB is to help ensure the organisation focuses on its mission; providing, supporting and enabling its appropriate strategic direction; ensuring the delivery of the corporate plan together with a sustainable performance culture and fiduciary duties.

For Aquatics GB, where regulatory scrutiny and financial accountability are a priority, having an INED with strong strategic governance experience is key.

This is a pivotal governance role and the successful candidate will bring senior legal expertise alongside experience of corporate environments and financial oversight; contributing to the strategic leadership and long-term sustainability of the organisation and of the sport.

Objectives and Role Requirements:

Independent Non-Executive Director – General Responsibilities

- Attending up to five Aquatics GB Board meetings per year and contributing to ensure that the objectives of Aquatics GB, the targets set out in our Strategy and the overall vision for Aquatics are achieved and within budget.
- Attending the Annual General Meeting of Aquatics GB each year, and any other Aquatics GB General Meetings which may be called from time to time.
- Where appropriate, acting as a Board liaison member on Board sub-committees or other committees and undertaking the roles and responsibilities set out in the applicable job description for this position.
- Participating in appropriate activities, as requested, to raise the profile of Aquatics GB as a key influencer with our partners and stakeholders including our Home Nations, UK and international organisations.
- Participating in an agreed appraisal process for Board members. Preparing appropriately for each Board meeting and keeping up-to-date with current developments in sport.
- Adhering to the principles of the Code for Governance and maintaining the high standards for compliance.

Independent Non-Executive Director – Specific Experience:

Aquatics GB is seeking to appoint an INED with a strong legal background. We are interested in candidates who have both a legal background and who have held executive leadership roles bringing experience of organisational development, operational delivery and financial oversight to strengthen the Aquatics GB Board.

- Provide oversight on any legal, regulatory and governance matters
- Support the Board in fulfilling its fiduciary and statutory responsibilities
- Contribute to strategic discussions around organisational development
- Ensure robust risk management and compliance frameworks are in place
- Support and strengthen the Board's understanding of financial and operational accountability (closely working with the Chair of the Audit and Risk Committee)
- Monitor how Aquatics GB engages with partners to ensure that policies and procedures achieve strategic objectives, high ethical standards and long-term governance and financial goals.

The following skills and experience are required:

- Qualified solicitor or barrister with a minimum of 8 years post qualification experience
- Senior leadership experience within a corporate or regulated environment with exposure to regulatory or disciplinary frameworks
- Strong understanding of corporate governance, and risk and compliance
- Proven experience in financial oversight / management
- Bring insight from executive leadership experience including organisational performance and operational risk
- Contribute to strategic decision-making where legal, regulatory and commercial considerations intersect
- Experience advising boards and serving on boards with a strategic governance remit
- Demonstrable understanding of directors' duties, and financial responsibilities

The following skills and experience would be highly desirable:

- Knowledge of complex stakeholder environments
- Excellent interpersonal, leadership, communication and influencing skills
- Independent thinker with strong ethical judgement
- Able to provide constructive challenge and robust scrutiny in the effective support of and contribute to fostering a constructive and collaborative Boardroom culture.

- Understanding of the sport sector is advantageous as is having a sport mindset and proven ability to demonstrate impact/influence in a high-performance environment.
- Strong debating skills coupled with the ability to balance conflicting views in discussions.

