ROLE DESCRIPTION

ROLE TITLE: **Aquatics GB Independent Non-Executive Director (INED) and Chair of the Audit and Risk Committee**

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

Recent Results

GB's greatest-ever Olympic and Paralympic aquatics team delivering 22% of total Team GB medals (11 x Olympic; 32 x Paralympic) at the Paris Games in 2024 (biggest contributing sport to the medal count)

European Champions 2026 topping the combined aquatics medal table at the European Aquatics Championships in Paris

- Swimming - 1 x Gold, 4 x Silver at 2024 Olympic Games; 8 x Gold, 2 x Silver, 4 x Bronze at 2026 European Aquatics Championships (topped swimming medal table)
- Para-Swimming - 18 x Gold, 8 x Silver, 6 x Bronze at 2024 Paralympic Games

- Diving - 1 x Silver, 4 x Bronze at 2024 Olympic Games; 2 x Gold, 2 x Silver, 1 x Bronze at 2026 European Aquatics Championships
- Artistic Swimming - 1 x Silver at 2024 Olympic Games (GB's first-ever Olympic artistic swimming medal); 4 x Gold, 1 x Bronze at 2026 European Aquatics Championships (topped artistic swimming medal table)
- Water Polo - Women's Senior Team finished 11th at 2025 World Aquatics Championships (best-ever finish); Women's Senior Team ranked 9th in world (best-ever ranking)

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 that 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 role, and the successful candidate will bring senior financial expertise to the Board role and in the oversight, as the Chair of the Finance, Audit and Risk of British Swimming Ltd (trading as Aquatics GB) and to provide challenge, assurance and input into the risk management of the business model and strategy.

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 finance background. We are interested in candidates who have both a finance background and who have held executive leadership roles bringing experience of organisational development and operational delivery to strengthen the Aquatics GB Board.

- Provide effective oversight of Aquatics GB's financial management, financial sustainability, and long-term financial strategy
- As Chair, lead the Audit and Risk Committee, ensuring that the Committee meets its objectives as set out in its Terms of Reference, in reviewing the integrity of Aquatics GB's financial statements, financial reporting, and related disclosures
- Review significant financial risks, including liquidity, reserves, funding arrangements, and major financial commitments
- Provide assurance to the Board that Aquatics GB has appropriate processes for identifying, managing, and mitigating risk
- Provide independent, unbiased and constructive challenge to the Board and executive management on financial and risk matters, while maintaining an appropriate separation between oversight and day-to-day financial management
- Provide assurance to the Board regarding Aquatics GB's internal controls, system management including financial oversight and compliance with relevant law and regulation
- Review and challenge regular reporting on Aquatics GB's full financial position, ensuring internal and external reporting is accurate and fair

The following skills and experience are required:

- A Chartered Accountant with experience at Board level of financial management, financial oversight
- Senior leadership experience within a corporate or regulated environment
- Ability to scrutinise financial information, identify key issues and provide constructive challenge to executive management and the Board
- Demonstrated experience and influencing capability relevant to good corporate governance
- Experience of setting and working to strategic plans and objectives
- Experience of overseeing organisational risk, including financial, operational, regulatory, reputational and strategic risks

- Collaborative and inclusive leadership style, with the ability to build effective relationships while maintaining independence
- Experience of advising boards and serving on boards with relevant strategic finance remit and able to contribute to strategic decision making
- Demonstrable understanding of directors' duties, and financial responsibilities

The following skills and experience would be highly desirable:

- Leadership and / or Board experience in high-performing, complex stakeholder environments
- Collaborative and Inclusive leadership style with the ability to build effective relationships while maintaining independence
- Independent thinker with strong ethical judgement who can provide constructive challenge and robust scrutiny in the effective support of and contribute to fostering a constructive and collaborative Boardroom culture