

# GB Taekwondo Chair & INED

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## Why Join Us

GB Taekwondo is at a pivotal moment in its history. After a significant period of international medal success, the team has recognised that what led to these achievements will not lead to success in the future. It is time to pivot, creating new opportunities in the pathway, strengthening the profile and leveraging the value of our high-performance teams and athletes, and their unique contribution to the Olympic and Paralympic family, whilst maintaining our purity of our purpose...to give the nation's best Taekwondo athletes, and future prospects, a fighting chance of success. Through it all GB Taekwondo aspires to set the bar for good governance in the high-performance arena and was winner of the Sporting Equals 'sports organisation of the year' in 2024.

## The Roles

Writing the next chapter in GB Taekwondo's story will require exceptional leadership. The GB Taekwondo Board holds a tight but critical remit in supporting, challenging and guiding the CEO and executive Leadership Team. As we set out on our LA Games mission, we are looking for both a Chair and Independent Non-Executive Director (INED) to join the Board, helping to lead the next chapter in the organisation's history.

Applicants should have a breadth of experience in leadership and governance and a performance and business mindset. We are particularly looking for candidates with a medical background or with marketing and communications experience.

We encourage applications from individuals of all backgrounds, including people of colour, women, LGBTQ+ individuals, and people with disabilities.

## About Us

GB Taekwondo is a High-Performance Company, established in 2002 to develop a Taekwondo 'World Class Programme (WCP)', designed to realise the potential of the nation's most promising Taekwondo athletes in major international competition including at the Olympic and Paralympic Games.

The organisation works in close partnership with the National Governing Body of Olympic and Paralympic Taekwondo (British Taekwondo) whilst maintaining a wider engagement with the diverse combat family which often plays a part in the journey of our athletes. Over the last 20 years the organisation has established a world leading Taekwondo combat pathway, that has supported athletes to achieve 10 Olympic and 4 Paralympic medals.

Taekwondo still holds true to its strong and rich Korean heritage and is one of the most culturally diverse sports in the Games programme being contested internationally by over 200 nations. As these nations become increasingly sophisticated in targeted medal success, GB Taekwondo is looking to meet this challenge head on, finding new competitive advantage, bringing through the next generation of champions and writing the extraordinary story of their journey through this dynamic sport.

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## **How to Apply**

Please send your CV with cover letter to our retained consultant [daryl.mason@hartmannmason.com](mailto:daryl.mason@hartmannmason.com)

Applications should be received no later than 31 March 2025.

To discuss either role, please contact Daryl on the e mail above.

## Job Description: **Independent Non-Executive Director**

### **Fiduciary Duties**

The INED will:

- Act as a Director of Sport Taekwondo UK Limited ("the Company") in the best interests of the Company, with honesty and good faith.
- Use such personal and professional skills, experience and judgement as s/he may possess with integrity and independence, to optimise both the short-term and long-term performance of the Company.
- Play a full part in enabling the Board to arrive at balanced and objective decisions in the performance of its agreed role and functions.
- Ensure that the objectives of the Company are fully, promptly and properly carried out.

### **Director's Obligations**

The INED will:

- Attend all Board meetings called during the year unless prevented by exceptional circumstances.
- Place on the agenda any matters relating to the Company's business that s/he considers should be discussed, including but not limited to the matters stated to be decided by or referred to the Board.

### **Personal Obligations**

The INED will:

- Ensure that s/he complies with all her/his obligations as a Director required by law, the Company's Memorandum and Articles and decisions of Board Meetings.
- Disclose immediately any personal interest in any activity of the Company and take no further part in the Board discussion of that matter.
- Accept such outside appointments as shall be agreed by the Board, to be compatible with the Company's demands on the Director's time and not to be detrimental to the interests of the Company.
- Seek to further the objectives of the Company as laid down in the Memorandum and Articles of Association.
- Support senior members of the executive team as mentor and guide.

### **Board Obligations**

The INED will:

- Fully engage in Board discussions listening to other Directors and ensuring that in voting s/he takes a balanced and objective view of the discussions on the performance of the Company's agreed role and functions.
- Ensure high standards of financial probity by the Company.
- Ensure the decisions of the Board are fully and promptly carried out.
- Challenge and contribute to the development of strategy.
- Scrutinise the performance of the Company in meeting agreed goals and objectives and monitor the reporting of performance.
- Satisfy him/herself that the integrity of financial information, financial controls and systems of risk management are robust and defensible.
- Ensure that the Company fulfils its statutory requirements, operates within the limits of its constitutional authority, and develops a policy framework which allows it to operate equitably and in line with good corporate practice.

- Ensure that when appropriate s/he seeks advice from either internal or external sources to enable the Director to perform his/her duties properly.
  - Ensure that s/he fully understands:
    - the business of the Company;
    - the sport of taekwondo and its partners and stakeholders;
    - the roles of staff in the Company;
    - the Company's organisational structure and working practices.
  - Ensure that s/he understands the views of funding partners and sponsors.
  - Continually develop his/her knowledge and skills in order to ensure that contributions to the Board are informed and relevant.
  - Be an advocate for the sport of taekwondo and the work of the Company across the United Kingdom and beyond at all times.
  - Ensure positive and effective communication surrounding the work of the Company
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## **Key Relationships**

**The INED will be expected to maintain strong working relationships with:**

- Board of Directors
- CEO and Senior Leaders
- External partners and stakeholders relevant to any specific responsibilities held (e.g. medical)

## Job Description: **Chair**

### **Key Responsibilities**

**In addition to the core responsibilities of the INED the Chair will:**

- Ensure that the board operates in line with the Code for Sports Governance, and demonstrates the highest standards of integrity at all times
- Ensure that the Board is effective in discussing and setting the company's strategic direction
- Set the Board agenda and ensure the Board receives accurate, timely and clear information
- Chair the Board meetings, ensuring that the views of all directors are taken into account
- Create a culture of openness, debate and collaboration, that maximises the skills and experience of all directors
- Identify and manage any conflicts of interest that might arise within the Board
- Ensure the ongoing effectiveness and development of the Board through the maintenance of an appropriate skills matrix, and through periodic evaluation of Board effectiveness
- Support and line Manage the Chief Executive Officer who will act as the accountable officer in respect of the organisations responsibilities to UK Sport and Sport England
- Ensure governance structure and practices enable the effective delivery of the organisation strategy and provide appropriate management oversight and performance insight to the Board
- Offer advice and guidance in a consultative capacity to the executive as required
- Maintain positive relationships with major external stakeholders, including UK Sport and Sport England

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### **Key Relationships**

**The Chair will be expected to maintain strong working relationships with:**

- Board of Directors
  - CEO and Senior Leaders
  - Athlete representatives
  - UK Sport and Sport England
  - British Taekwondo
  - British Olympic Association and British Paralympic Association
  - World Taekwondo and the European Taekwondo Union
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## What we're Looking For...

### INED & CHAIR

#### Knowledge & Experience

In both the INED and Chair positions we are looking for candidates with:

- Experience of non-executive leadership, ideally including a track record of impact in non-executive roles, however, a significant senior executive leadership experience including regularly operating with Boards will also be considered
- A strong understanding of high-performance in sport or business
- A track record in management of senior executive personnel
- Good knowledge of Corporate and sports governance
- Experience in constructively challenging others, and upholding core values
- Good all-round business (including financial and legal) acumen with proven experience, skills and knowledge of what it takes to lead high performing organisations

#### Qualities & Competencies

In both the INED and Chair positions we are looking for candidates who:

- Value the insight and experience of others and enable excellent collaboration
- Understand the value of diversity and inclusion, and care deeply about the safety and welfare of athletes.
- Are strategic in their view
- Are in tune with modern working practices and values
- Are tenacious but diplomatic
- Have the ability to identify and critically assess opportunities and threats
- Are decisive and willing to commit in times of uncertainty
- Have the passion for supporting athletes and leading to win
- Are committed to upholding the Standards in Public Life set out in appendix 1.
- Have no direct affiliation or connection with the sport of Taekwondo (i.e. are independent)

### CHAIR

In addition to the above, we would expect the chair to have substantive experience operating at Board level Chairing either Board or committees, along with considerable experience in senior executive leadership roles.

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#### INED Contract

The role will require a commitment of approximately 15 days per year.

A stipend of £6k will be paid to the successful candidate and expenses associated with the role re-imbursed.

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#### CHAIR Contract

The role will require a minimum commitment of approximately 20 days per year.

A stipend of £12k will be paid to the successful candidate and expenses associated with the role re-imbursed.

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## Appendix 1: **STANDARDS**

All those who serve on the boards of public bodies are expected to adhere to the highest personal and professional standards, in accordance with the seven principles of public life developed by the Committee on Standards in Public Life:

**Selflessness:** Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

**Integrity:** Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

**Objectivity:** In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merits.

**Accountability:** Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office

**Openness:** Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

**Honesty:** Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interests.

**Leadership:** Holders of public office should promote and support these principles by leadership and example.