



VOLUNTARY ROLE – ENGLAND BOXING HR, LEGAL AND COMPLIANCE SUB-COMMITTEE

Introduction

England Boxing is the National Governing Body for the one of the oldest sports in the world, one which has featured in the modern Olympic Games since 1904.

With its own heritage going back to the 1880s, including the first national competition in 1881, the organisation is responsible for promoting and developing the sport at all levels, from grass roots through to the England talent pathway and, in turn, passing prospective medalists on to GB Boxing. The organisation is a member of AIBA and EUBC, the World and European governing bodies respectively.

The HR, Legal and Compliance Sub-committee provides strategic direction, support, advice and expertise across various HR, Legal and Compliance (including disciplinary and safeguarding) issues faced by England Boxing.

To assist with this function, England Boxing is seeking to recruit two new members. It is essential that applicants have HR, Legal and/or Compliance expertise and experience (ideally within sport).

The sub-committee reports directly into the England Boxing Board and is chaired by England Boxing Director, Lawrence Selby (Barrister).

What the role involves

Reporting to the Board, the sub-committee remit is to monitor and review the effectiveness and adequacy of the following areas:

- Make decisions in respect of bringing charges in accordance with national disciplinary and safeguarding procedures, including making appeals against decisions brought by independent disciplinary/safeguarding panels.
- Manage and update Risk Register as appropriate, documenting all disciplinary/safeguarding matters and support England Boxing management with implementing and managing risk.
- Manage the recruitment of existing and new independent disciplinary/safeguarding panels.

- Review and make recommendations on all policy and procedural documentation.
- Act as a forum for discussing and developing policies, procedures, legal, ethical and political matters that need to be brought to the attention of England Boxing. This includes keeping abreast of developments of UK Sport Code of Governance and anti-doping rules.
- Support the Board on commercial matters including event organisation, sponsorship and partnership.
- Provide ad hoc advice and where appropriate seek external legal counsel assistance.
- Work with other sub-committees in providing recommendations across various issues to the Board.

Sub-committee members are in place for a maximum of two terms, (a term constitutes four years), but shorter terms of commitment may be considered.

Successful applicants will be expected to commit to attending six to eight meetings a year (meetings will be held virtual and, once permitted, in person where possible).

Person Specification

- To have significant experience within the field of HR, Legal and/or Compliance.
- The ability to communicate clearly and concisely both orally and in writing.
- Be reliable, committed, loyal, tactful, unbiased and independent in their thinking.
- Good communication and inter-personal skills are essential.
- Experience in grassroot/amateur sport would be an advantage.

Benefits

- Although this is a voluntary position, reasonable out-of-pocket expenses will be reimbursed for travel to meetings, etc.

To apply

Send a CV (including contact details) and covering letter, detailing the relevant skills, knowledge and experience you have in relation to the sub-committee subject matters, to: hrapapplications@englandboxing.org

Closing date for applications is Monday 15th February 2021.

Valuing Diversity

England Boxing Ltd is committed to valuing diversity and seeks to provide all staff with the opportunity for employment, career and personal development on the basis of ability, qualifications and suitability for the work as well as their potential to be developed into the job.

We believe that people from different backgrounds can bring fresh ideas, thinking and approaches which make the way work is undertaken more effective and efficient.

The Company will not tolerate direct or indirect discrimination against any person on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation whether in the field of recruitment, terms and conditions of employment, career progression, training, transfer or dismissal.

It is also the responsibility of all staff in their daily actions, decisions and behaviour to endeavour to promote these concepts, to comply with all relevant legislation and to ensure that they do not discriminate against colleagues, customers, suppliers or any other person associated with the Company.