

Sport Resolutions Board Skills Matrix

Marketing and Sponsorship
Knowledge of and experience in marketing, including digital skills and social media platforms. Experience of promoting products and services, advertising, market research and realising sponsorship opportunities.

Public Relations and Organisational Positioning
Experience of managing stakeholder engagement and communications strategies. Knowledge of the media and contacts within the industry. Skilled in creating key messages and developing crisis communication plans.

Decision Making and Judgement
Awareness of decision quality, individual biases and common errors in thinking. Ensuring sufficient analysis of information and ethical considerations. Knowing when to recommend the use of external consultants.

Legal
Legally qualified. High level knowledge of UK legal system. Substantial experience of dispute resolution procedures. Alert to changes which may impact upon the business. Excellent drafting skills. Relationships in place should additional legal expertise be required.

Finance, Resource Management and Budgeting
Accounting qualification and/or financial experience. Knowledge of financial regulations and requirements. An understanding of management accounts, financial statements, cash-flow, tax, budgeting and strategic financial planning.

Business Acumen
Broad range of commercial experience. Understanding how business works. A knowledge of current and future trends and practices. Experience of establishing or leading a company. Experience of working at a not-for-profit. Experience in obtaining grant funding.

International
Knowledge of international jurisdictions, sports federations and cultures. Existing relationships with international stakeholders. Awareness of imminent changes, challenges or risks. Knowledge of major events and opportunities.

Managing Vision, Strategy and Change
Experience of managing and monitoring the existing strategy against Key Performance Indicators. Assessing what the company will look like in future years and monitoring progress towards that envisioned future. Knowledge of innovation and change management.

Governance, Compliance and Accountability
Experience of board and senior executive recruitment and succession planning. An understanding of good corporate governance and of the legal duties of a director. Ensuring compliance with the Articles of Association, applicable laws and governance codes.

Culture, Welfare and Wellbeing
Qualification and experience in human resource management. Experience of developing a positive organisational culture and cooperation between colleagues and board members. Experience in building relationships, and in monitoring staff and director welfare.

Sports Administration
Knowledge of the sports sector including NGB's, funding cycles, key contacts and of historical and current sports disputes. Relationships with key stakeholders. An excellent knowledge of the Code for Sports Governance.

Equality and Diversity
Experience of giving consideration in thinking and decision making to equality, inclusion, cultural diversity and disability. An excellent knowledge of the Moving to Inclusion Framework and of correct terminology.

Safeguarding
Knowledge of Standards for Safeguarding Children in Sport and Safeguarding Adults in Sport. Experience working in a role with safeguarding duties.

Risk Management
An understanding of relevant risks and appropriate control mechanisms. Ability to contribute to robust risk management and mitigation. Awareness of risk appetite and experience in managing different perspectives.

Performance Management
Awareness of how best to empower the executive and appropriate delegation. Experience in assessing operational plans and analysing outcomes. Experience of mentoring programmes, staff training and appraisals.

Information Technology
Expertise in IT platforms and website development. Knowledge of correct IT terminology. Expertise in IT security and risks posed by cyber criminals. Experience of data analytics and management.