



Department
for Culture,
Media & Sport

UK Anti-Doping

x2 Directors

Public Appointment Candidate Pack

**Closing time and date: Tuesday 18 November 2025,
11:55pm**

Introduction

The Secretary of State wishes to appoint 2 new Directors to the UK Anti-Doping (UKAD) board. The appointment is made with the advice of the Secretary of State for Culture, Media and Sport.

The Department of Culture, Media and Sport is committed to eliminating discrimination and advancing equality of opportunity in its public appointments.

We particularly encourage applicants from underrepresented groups, those based outside London and the South-East and applicants who have achieved success through non-traditional educational routes. This ensures that boards of public bodies benefit from a full range of diverse perspectives and are representative of the people they serve.



About UKAD

UK Anti-Doping is an active participant in the global fight against doping in sport - and is the national body responsible for creating a UK-wide environment of confidence in clean sport.

Whether that is in competition, training or spectating, we are working for everyone who loves sport. In the UK, we make sure sports bodies comply with the World Anti-Doping Code through implementation and management of the UK's National Anti-Doping Policy.

UKAD works with a variety of stakeholders, including athletes, to protect the right to enjoy doping-free sport in the UK.

UKAD is an executive non-departmental public body, sponsored by the Department for Culture, Media and Sport.

Personal Specification

We are seeking to appoint 2 Directors with the following specialisms:

- **Pharmaceuticals**
- **Sports Medicine/ Physiotherapy/ Nutrition**

Essential Criteria - **All candidates** will need to demonstrate that they meet the following criteria to a high standard:

- A clear understanding of the work, priorities and challenges of UKAD and the need for doping free sport and wider sports integrity.
- An understanding of strategic decision-making and planning at a senior level in the private or public sector.
- The ability to work closely with the executive board and other key stakeholders, providing support, constructive challenge and assurance as appropriate.

- Strong communication and interpersonal skills with the ability to listen, accept challenge and constructively challenge others in discussions with clarity and respect.
- The ability to build and maintain relationships with, senior members of government, sports and law enforcement agencies, and other key stakeholders.
- The ability to work well with people from different backgrounds and a commitment to improving diversity and equality.
- A strong commitment to engaging communities outside of London, and factoring UK-wide perspectives into all decision making.

Personal Specification

Pharmaceutical

Successful candidates must also be able to demonstrate their knowledge and expertise in one or more of the following areas:

- Knowledge of the pharmacology and pharmacokinetics of drugs used therapeutically and illicitly and how they enhance performance and their other deleterious effects.
- Experience of working with athletes and advising them on safe and appropriate use of medicines, supplements, and herbal remedies.
- A credible background in research.

Sports Medicine/ Physiotherapy/ Nutrition

Successful candidates must also be able to demonstrate their knowledge and expertise in one or more of the following areas:

- A knowledge and understanding of the nature of treatments and medication provided to athletes and the associated risks.
- Experience of supporting athletes in major games and competitions, or at the elite level.
- Experience as a qualified medical practitioner, or allied health practitioner, such as a physiotherapist, nutritionist etc.

Role details

Number of roles: x2 Directors

Term of Appointment: The term of appointment is 4 years.

Remuneration: Remuneration is currently set at £215 per day.

Time Commitment: Time commitment will be up to 3 days per month.

Who can apply? You should have the right to work in the UK to be eligible to apply for a public appointment.

You cannot be considered for a public appointment if:

- You are disqualified from acting as a company director (under the Company Directors Disqualification Act 1986).
- You have an unspent conviction on your criminal record.
- Your estate has been sequestrated in Scotland or you enter into a debt arrangement programme under Part 1 of the Debt Arrangement and Attachment (Scotland) Act 2002 (asp 17) as the debtor or have, under Scots law, granted a trust deed for creditors.

Role details

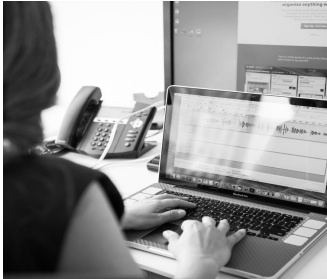
Security Clearance required:

The successful candidate will be required to undertake Baseline Personnel Security Standard checks in line with the Civil Service guidelines. Additional Security Clearance may also be required for certain roles.

However, where this applies, candidates will be notified during the appointment process. Further information on National Security Vetting can be found on the Gov.uk website [here](#).



How to apply



To apply for this role, you will need to submit the following documents which will be assessed against the **essential criteria**:

- A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you provide employment history and non-executive experience that relates to the essential and desirable criteria. The CV should not exceed more than 2 x A4 pages.
- A **Statement of Suitability** (max 2 pages) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role in reference to the essential requirements highlighted. You may also choose to reference any desirable skills; however these will not be considered in the assessment of your application except in circumstances where there are a high number and calibre of candidates.
- A **Diversity Information Form** and **Conflicts of Interest Form** relating to any outside interests or reputational issues should be submitted.

For the **shortlist**, the Advisory Assessment Panel will select applicants demonstrating the best fit for the role by considering the evidence provided in your application.

Apply Online - <https://apply-for-public-appointment.service.gov.uk/roles>

Selection process details

The Advisory Assessment Panel

The following individuals will make up the Advisory Assessment Panel:

Adam Conant

DCMS Panel Chair
Deputy Director of Sport and Gambling

Judith Batchelar

Independent Panel Member

Simon Lewis

UKAD Representative
Chair of the Board

Advert closing date:

11:55 pm Tuesday 18
November

Shortlisting:

November 2025

Interviews:

December 2025

Candidates are asked to note the above timetable, exercising flexibility through the recruitment and selection process as this may change

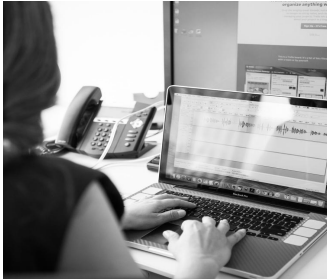
Shortlist

The Panel will assess applications against the eligibility criteria and decide which candidates have best met the criteria. These candidates will be recommended for interview. Ministers will then be consulted on the Panel's recommended shortlist. If you have applied under the Disability Confident Scheme and you meet all the essential criteria, then you will also be invited for an interview.

Feedback

Please note you will only receive feedback if you reach the interview stage. Following interview, all candidates will receive a score along with some short written feedback on your performance at interview.

How to apply



In order to apply you will need to [create an account](#) or [sign in](#) to the Public Appointments website.

Once you are logged into your account, click on '[apply for this role](#)' and follow the on-screen instructions. To apply, all candidates are required to provide:

- a Curriculum Vitae (CV)
- a supporting statement
- equality information
- information relating to any outside interests or reputational issues

We will ask you to check and confirm your personal details to ensure your application is accurate.

You will also have the opportunity to make a reasonable adjustment request or apply under the disability confident scheme before you submit your application.

The Advisory Assessment Panel reserves the right to only consider applications that contain all of the elements listed above, and that arrive before the published deadline for applications.

For the **shortlist**, the Advisory Assessment Panel will select applicants demonstrating the best fit for the role by considering the evidence provided in your application.

Terms and Conditions

This appointments process adheres to the Cabinet Office Governance Code on Public Appointments which is regulated by the Commissioner for Public Appointments.

Eligibility Criteria:

You cannot be considered for a public appointment if:

- you become bankrupt or make an arrangement with a creditor.
- your estate has been sequestrated in Scotland or you enter into a debt arrangement programme under Part 1 of the Debt Arrangement and Attachment (Scotland) Act 2002 (asp 17) as the debtor or have, under Scots law, granted a trust deed for creditors.
- you are disqualified from acting as a company director under the Company Directors Disqualification Act 1986.
- you have been convicted of a criminal offence, the conviction not being spent for the purposes of the Rehabilitation of Offenders Act 1974 (c.53).
- you become subject to a debt relief order or a bankruptcy restrictions order.
- you fail to declare any conflict of interest.

Conflicts of Interest and Due Diligence

If you have any interests that might be relevant to the work of UKAD and which could lead to a real or perceived conflict of interest if you were to be appointed, please provide details in your application. If you have queries about this and would like to discuss further please contact the Public Appointments Team.

Given the nature of public appointments, it is important that those appointed as members of public bodies maintain the confidence of Parliament and the public. If there are any issues in your personal or professional history that could, if you were appointed, be misconstrued, cause embarrassment, or cause public confidence in the appointment to be jeopardised, it is important that you bring them to the attention of the Advisory Assessment Panel and provide details of the issue(s) in your application. In considering whether you wish to declare any issues, you should also reflect on any public statements you have made, including through social media.

As part of our due diligence checks we will consider anything in the public domain related to your conduct or professional capacity. This will include us undertaking searches of previous public statements and social media, blogs or any other publicly available information. This information may be made available to the Advisory Assessment Panel and they may wish to explore issues with you should you be invited to interview. The information may also be shared with ministers and the Cabinet Office.

Diversity and Inclusion

DCMS is committed to eliminating discrimination and advancing equality of opportunity in its public appointments. We particularly encourage applicants from underrepresented groups, those based outside London and the South-East and applicants who have achieved success through non-traditional educational routes. This ensures that boards of public bodies benefit from a full range of diverse perspectives and are representative of the people they serve. This will include embedding a commitment to the principles of levelling up and championing opportunity for all across the organisation, helping to ensure that the organisation is one in which a genuinely diverse range of views can be expressed, without fear or favour.

We ask all applicants to complete a diversity monitoring form. We hope you will help us by providing this information. Your data is not disclosed to the panel, but allows us to constantly evaluate any potential barriers to becoming a public appointee and what we can do to encourage a more diverse field to apply.

We are a member of the **Government's Disability Confident scheme**. As part of implementing the scheme, we guarantee an interview for anyone with a disability whose application meets the essential criteria for the role, set out in the advert, and who has asked that their application is considered under the scheme. Indicating that you wish your application to be considered under the scheme will in no way prejudice your application. By 'essential criteria', we mean that you must provide evidence which demonstrates that you meet the level of competence required under each of the essential criteria, as set out in the job-advert. When you apply you will have the opportunity to select if you would like your application considered under this scheme.

Reasonable adjustments

We are committed to making reasonable adjustments to make sure applicants with disabilities, physical or mental health conditions, or other needs are not substantially disadvantaged when applying for public appointments. When you apply you will have the opportunity to request reasonable adjustments to the application process.

Contact Us

If you have any questions about the appointments process, please contact the campaign manager, Aedan O'Brien (Aedan.O'Brien@dcms.gov.uk) or the Public Appointments Mailbox (publicappointments@dcms.gov.uk).

Join the [DCMS Public Appointments Network](#) if you would like to hear about DCMS Appointment opportunities, including future networking events, guidance for candidates and much more.



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