



Role Description for the Board of Directors of Welsh Triathlon Ltd. With Specific Responsibilities for Director of Performance.

Welsh Triathlon's purpose is to develop a triathlon community that enhances the well-being of current and future generations in Wales. Our vision is to enhance well-being in Wales by driving a successful, accessible, and inclusive sporting community.

Position: Board Director of Welsh Triathlon Ltd

Responsible to: The Members of Welsh Triathlon Ltd

Responsibilities:

Fiduciary Duties

1. To act in accordance with the Company's constitution, and to use powers only for the purposes for which they were conferred;
2. to promote the success of the Company for the benefit of its members;
3. to exercise independent judgment;
4. to exercise reasonable care, skill and diligence;
5. to avoid conflicts of interest;
6. not to accept benefits from third parties;
7. to declare to the Company's other directors any interest a director has in a proposed transaction or arrangement with the Company, this is a new duty of disclosure.

Directors' Obligations

8. The Director shall:

- 8.1. attend all Board meetings called during the year unless prevented by exceptional circumstances;
- 8.2. act as a member of such Committees of the Board as the Board shall decide, attending all meetings unless prevented by exceptional circumstances;
- 8.3. place on the agenda for meetings of the Board or Committees any matters relating to the Company's business which the Director considers should be discussed including but not limited to the matters stated to be decided by or referred to the Board.

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Board Obligations

9. The Director will:

- 9.1. ensure that the decisions of the Board are fully, promptly and properly carried out;
- 9.2. challenge and contribute to the development of strategy constructively, specifying key outcomes and resources available, and monitor progress of the Company in implementing the strategy;
- 9.3. scrutinise the performance of executive staff in meeting agreed goals and objectives and monitor the reporting of performance;
- 9.4. satisfy themselves that the integrity of financial information and that financial controls and systems of risk management are robust and defensible;
- 9.5. ensure that they are consulted upon and the Board decides the appointment, dismissal and remuneration of senior staff;
- 9.6. ensure that they are consulted upon and receives adequate information in a timely fashion about the finances, proposed strategy plans and activities which would have a Material Effect on the Company;
- 9.7. ensure that they fully understand:
 - the business of the Company and its services;
 - the sport and territories in which the Company operates;
 - the roles of staff in the Company;
 - the Company's organisation, structure and methods of working;
- 9.8. ensure that they understand the views of Welsh Triathlon Members, major funding partners and sponsors;
- 9.9. insist on a comprehensive, formal and tailored induction;
- 9.10. seek continually to develop and refresh knowledge and skills to ensure any contribution to the Board remains informed and relevant;
- 9.11. ensure that any concerns which cannot be resolved about the running of the Company or a proposed action are recorded in the Board minutes; on resignation provide a written statement to the Chair, for circulation to the Board, with regard to any such concerns.

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Personal Obligations

10. The Director will:

10.1. ensure that they comply with all their obligations as a Director required by law, the Company's Memorandum and Articles of Association, decisions of the Council approved in a general meeting;

10.2. obtain independent professional advice at the Company's expense should they consider that this is required in order to enable them to discharge their duties as a Director provided that they first obtains the permission (not to be unreasonably withheld) of the Chair who shall promptly report such request to the Board;

10.3. disclose immediately any personal interest in any activity of the Company and take no further part in any Board or committee discussion of the matter;

10.4. 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.

Additional Portfolio Responsibilities

Non-executive Director for Performance

11. The Director will:

11.1. oversee the delivery of the Board's agreed strategy and policies in respect of Performance comprising the development and delivery of an effective talent pathway in Wales and the delivery of the Welsh Commonwealth Games Triathlon Team;

11.2. chair meetings of the Welsh Triathlon Performance Management Group designed to ensure that the Welsh Triathlon Performance Programme meets both Welsh Triathlon's objectives for Performance in Wales, that it is aligned with British Triathlon's Performance Strategy, and that good practise is shared between British Triathlon and Welsh Triathlon with efficient and effective deployment of resources;

11.3. chair Welsh Triathlon Team and Performance Programme selection committees;

11.4. represent Welsh Triathlon on the British Triathlon Performance Committee;

11.5. attend meetings of the Commonwealth Games Council for Wales;

11.6. provide the Board with expert advice in the area of Performance;

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11.7. cooperate with British Triathlon's performance programme personnel and take advice from British Triathlon's performance staff on performance and selection issues;

11.8. submit Performance strategies, policies and budgets for approval by the Board;

11.9. In consultation with the Welsh Triathlon Performance Development Coach, report to the Board annually on the effectiveness of Company's Performance strategy and plans.

Note: Operational and day to day steering of the Performance Development Coach is the responsibility of the Welsh Triathlon General Manager with specialist input from British Triathlon. It is not the remit for this role.

Key skills, experience and qualifications required:

- Experience as a Director, Trustee or Committee Member in either a commercial, voluntary or public sector context;
- established reputation as a leader and strategic thinker in either a commercial, voluntary or public sector context;
- significant experience of operating at a senior level in a strategic capacity;
- a sound working knowledge of the sport and the public and private sectors;
- ability in partnership working and relationship management;
- able to build and maintain strong, transparent relationships with key stakeholders;
- strong intellect and analytical ability; innovative thinker and ability to focus on the issues to be dealt with;
- strong decision making skills that allow informed decisions to be made on a variety of matters.

Behavioural competencies and qualities required:

- Strategic perspective, vision and ability to work positively within a team;
- Drive and commitment and the ability to demonstrate this to others;
- Strong interpersonal, communication and negotiation skills and the ability to develop effective, sustainable partnerships;
- Selflessness, integrity, objectivity, accountability, openness, honesty and leadership (Nolan Principles);
- A commitment to the sport and organisation;
- Dynamic, enthusiastic and energetic;
- Resilience and ability to make things happen;
- A willingness to devote the necessary time and effort;
- A willingness to be an ambassador for the organisation and the sport;

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Specific Portfolio skills, experience and qualifications Performance Director;

- An in depth knowledge of Performance Sport and the key attributes of an effective talent pathway;
- An ability to communicate with and to develop relationships with elite athletes, coaches and support staff.

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