JOB DESCRIPTION

Role – Non-Executive Director (Performance)

Organisation

British Elite Athletes Association

Location
In person meetings, four times a year (London)

Contract type
Volunteer – Expenses paid

Closing date
30th November 2026

Interview date
Held remotely on the 10th December 2026

About the BEAA

The British Elite Athletes Association exists to champion the interests of Britain's World Class Programme athletes.

We stand alongside athletes throughout their sporting careers, providing independent support and representation when they need it, and amplifying their voices so that their experiences help shape the high-performance system.

Through trusted advice and guidance, strong advocacy and meaningful collaboration with partner organisations, we work to create a better experience for every athlete.

Job Purpose

Our Non-Executive Directors play a vital role in making sure that the BEAA achieves its core purpose. They oversee the overall management and administration of the organisation. They also ensure that the BEAA has a clear strategy and that our work and goals are in line with our vision. Just as importantly, they support and challenge the executive team to enable the BEAA to grow and thrive, and through this, provide independent and confidential advice, support and advocacy to Britain's elite athletes. Board members have a collective responsibility. This means that Non-Executive Directors always act as a group and not as individuals.

The Board is particularly interested in hearing from candidates who can bring trusted insight, experience or influence to help advocate effectively within the Olympic and Paralympic high-performance sport system. This may come from credibility as a current or former World Class Programme athlete, as a respected professional within the UK High-Performance System, or from having a track record in public affairs within the sporting world. Experience of having been a para-athlete or involved in disability sport would be a particular asset

We are not seeking applicants from a financial, legal, medical or communications background.

Role Specification

- Support and provide advice on the BEAA's purpose, vision, goals and activities. Approve operational strategies and policies, and monitor and evaluate their implementation.
- Ensure the effective and efficient administration of the organisation. Ensure that key risks are being identified, monitored and controlled effectively.
- Review and approve the BEAA's financial statements.
- Provide support and challenge to the BEAA's CEO in the exercise of their delegated authority and affairs
- Keep abreast of changes in the BEAA's operating environment.
- Contribute to regular reviews of the BEAA's own governance. Attend Board meetings, adequately prepared to contribute to discussions.
- Use independent judgment, acting legally and in good faith to promote and protect the BEAA's interests, to the exclusion of their own personal and/or any third-party interests.
- Contribute to the broader promotion of the BEAA's objects, aims and reputation by applying your skills, expertise, knowledge and contacts.

As a small organisation, there will be times when the non-executive directors will need to be actively involved beyond Board meetings. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, presenting externally, or other issues in which the NED has special expertise.

Person Specification

Desirable:
• Experience as a former Performance Director for an Olympic or Paralympic Sport

Essential:

- Strong credibility to advocate within the high-performance system
- Commitment to athlete welfare and wellbeing and a passion for improving the journey for Britain's elite athletes.

- Willingness and ability to understand and accept their responsibilities and liabilities as directors and to act in the best interests of the organisation.
- Ability to lead and inform welfare and safety discussions and planning within Board meetings
- Willingness to develop personal knowledge and skills in relation to welfare and safety by undertaking training
- Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a board member.
- Effective communication skills and willingness to participate actively in discussion.
- A strong personal commitment to equity, diversity and inclusion.
- Commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and may be amended from time to time in the light of the changing needs of the organisation through appropriate processes of consultation and the mutual agreement of both parties.

The British Elite Athletes Association is committed to recognising and removing barriers that may prevent people from being involved in sport, in any capacity. We want to help create a sporting culture that values diversity, inclusion and belonging, and enables people from all backgrounds to contribute fully. We particularly welcome applications from people from ethnically diverse communities, disabled people, people with experience of para sport or disability sport, and people from LGBTQ+ communities.

To apply, please send a covering email or letter along with your CV to recruitment@britisheliteathletes.org with the subject header NED APPLICATION.