



Director Positions

We are looking for leaders who can help British Dressage continue to achieve its strategic goals; and who are passionate about our sport. Our Board is made up of a number of Directors, many of whom chair a Technical Committee and represent that committee on the Board.

Technical knowledge and experience will be required for each Director role. For full details please refer to the relevant role description.

In line with the BD strategy, applicants will need to agree and abide by the following values:

- **Respect:**
We will endeavour to be respectful to everyone, with the welfare of the horse at the heart of everything we do.
- **Integrity:**
We will act at all times with honesty and transparency; and commit to be accountable for our actions.
- **Professionalism:**
We will remain objective and behave in a professional manner at all times.
- **Inclusivity:**
We will adopt a collaborative and open approach to the running of the organisation and strive to communicate effectively at all times.
- **Excellence:**
We will work tirelessly to provide the best possible service which ensures quality and attention to detail.

For the purpose of recruiting our Board Directors, British Dressage has utilised the “Director Competency Framework” as set out by the Institute of Directors. The framework sets the standard for professional practice for directors and sets out the knowledge, skills and mindset that a director needs to perform effectively as a board member. BD expects all current and prospective Board members to be aware of these standards and to aspire to deliver on them whilst acting on behalf of the organisation.

The Director Competency Framework is built around three dimensions:

Knowledge – the director’s understanding and appropriate application of essential practical and theoretical information.

Skills – the expertise that a director brings to their role.

Mindset – the attitude and disposition that shapes a director’s responses and behaviour.

Within each dimension are defined competencies as detailed below:



Knowledge

- **Corporate Governance** - Directors need to have the knowledge to steer the organisation towards achieving its objectives while operating effectively, responsibly, legally and sustainably.
- **Leadership and stakeholder relations** - Directors need to understand how to deliver effective leadership, build good stakeholder relations and develop a strategically aligned and values-based organisational culture in order to achieve good organisational performance.
- **Strategy** - A thorough knowledge of the strategic process can enable directors to create and implement effective strategies that will deliver value and growth for the organisation.
- **Finance** - Directors need to understand how to assess the organisation's financial position and steer its financial performance in order to stay solvent and develop sustainable plans.

Skills

- **Strategic Thinking** - The ability to think strategically enables directors to propose ideas, options and plans that take advantage of available opportunities while reflecting a broad and future-orientated perspective.
- **Analysis and use of information** - Directors need to be able to obtain, analyse, interpret and use information effectively to develop plans and take appropriate decisions.
- **Decision-making** - Directors need good decision-making skills in order to arrive at a course of action in a timely manner that provides a clear direction and moves the organisation forward.
- **Communication** - The ability to communicate effectively through a variety of modes and channels and with a range of audiences is necessary for directors to work successfully with others and to fulfil their duties on the board.
- **Leadership** - Strong leadership skills enable directors to solve problems, cope with crises and change, and inspire others to follow them in pursuit of the values and goals of the organisation.
- **Influencing** - The ability to build good networks and relationships within and beyond the organisation is important for the director to gain influence, have impact and progress organisational goals.

Mindset

- **Ethical** - Directors with an ethical mindset demonstrate high standards of conduct and will be better placed to serve, advocate for and represent the organisation.
- **Professional** - Directors need to bring a professional attitude and outlook to their role in order to have influence and to command respect.
- **Performance orientated** - Directors should have the organisation's current and future performance in mind 'as they carry out their role' in order to bring the most value to the organisation.
- **Independent** - An independent mindset enables directors to provide the challenge and rigour required to help the board achieve a comprehensive understanding of information and options, as well as high standards of decision-making.
- **Aware of self and others** - Directors need an insight into their own emotions and behaviours and sensitivity to the feelings and responses of others in order to be good leaders and high performers.

Finally, candidates will need to live by the seven principles of public life, some of which are similar to those highlighted previously:

1. **Selflessness:** holders of public office should act solely in terms of the public interest.
2. **Integrity:** holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve

any interests and relationships.

3. **Objectivity:** holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.
4. **Accountability:** holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
5. **Openness:** holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.
6. **Honesty:** holders of public office should be truthful.
7. **Leadership:** holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.