

KNIH
STRATEGY
PLANET

Shape the **future** of BSAC

Become a member of Council



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Help us shape the future

Thank you for your interest in becoming a BSAC Council member.



This is an exciting time of change for our organisation. We are in the process of adapting our operating model and overall strategy significantly, encouraged by the effects of recent years. While membership of BSAC has been slowly declining for some time, the impact of Covid-19 and the following economic hardships the country is facing have had an increased effect.

As well as challenges, this also provides opportunities, and we are looking for motivated individuals with the relevant business skills and experiences who can help us to implement and manage sustainable change.

You can read more about the role of a BSAC Council member in this pack. We want to be clear about what we are looking for from our directors and this pack is designed to help you understand more about us and the role, and I am happy to answer any questions you may have either before or after submitting your application form.

Edward Haynes, BSAC Chair



Our vision

For everyone to enjoy and respect the underwater world (published January 2021).

A BSAC community

Where individuals feel part of a broader BSAC community and have more control over their own underwater experiences.

- Access the type of underwater experiences they want in the way that best suits them
- Vary their level of engagement to meet their needs through a thriving mix of branches, commercial centres and direct access specialist activity.



Our mission

To be the 'go to' community for anyone wanting to learn about, enjoy, and protect the underwater world (published January 2021).

Who we're looking for

Responsibilities of Council as directors of BSAC Ltd.

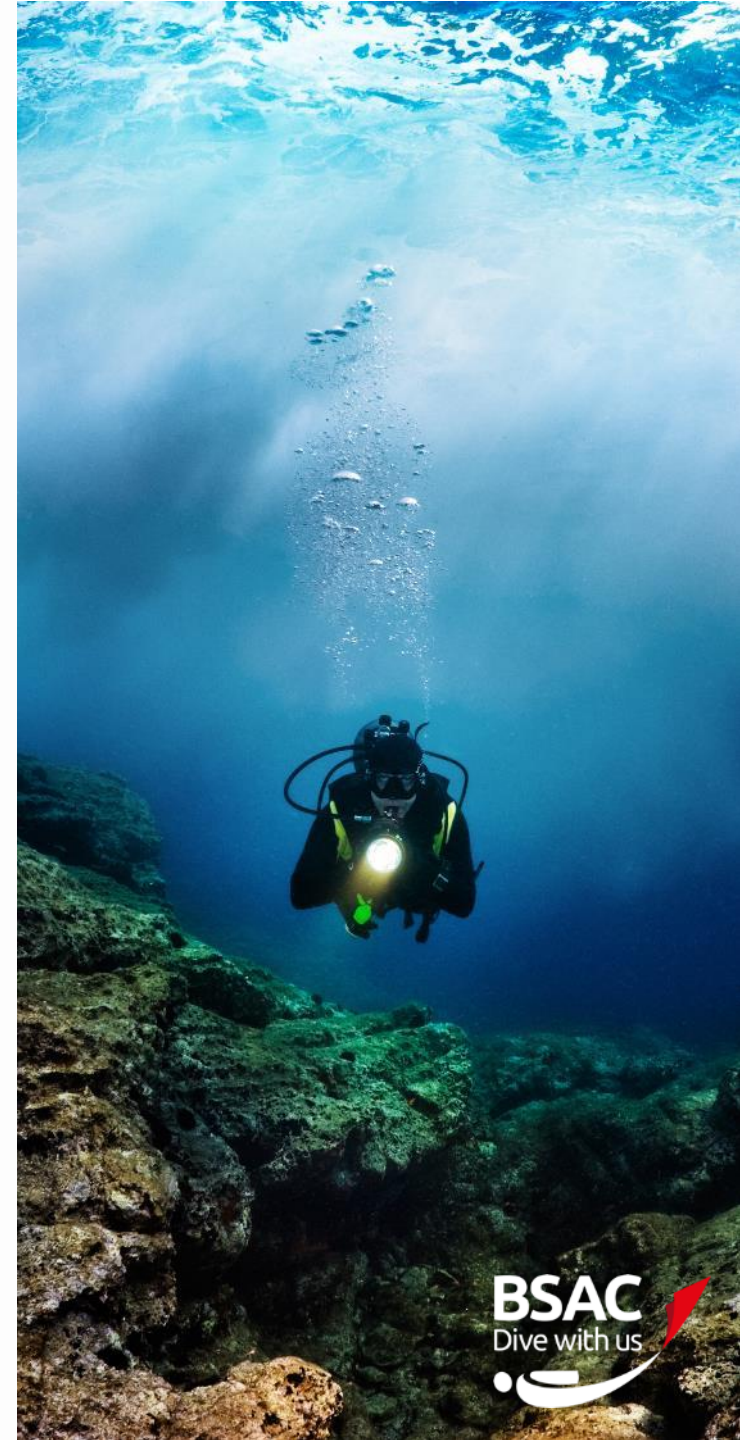
As a Council member, you will be registered at Companies House as a director of BSAC Ltd. and BSAC International Ltd. Like Director's of any company, the Council have a legal (fiduciary) duty for the proper running of the business. This is not a responsibility to be entered into lightly.

Diving skills are not necessary

As a diver, you may have already contributed to BSAC in many ways. You may be an instructor or have led adventurous expeditions. Alternatively, you may be a new diver who inspires others with your enthusiasm. While these attributes are important for the wider BSAC, we do not require you to have any specific diving skills or experiences as Council members.

The role of Council

The Council set BSAC's strategic direction and oversee its implementation. As a Director, you will monitor performance and ensure our financial viability. You will identify strategic risks and opportunities, evaluate business cases, and prioritise activity.



Person specification

We welcome applications from people of all ages, genders, ethnicities and backgrounds

We are looking for people who:

1. Have demonstrable experience of one or more of the skills areas listed below.
2. Are committed to improving diversity and promoting inclusion in BSAC.
3. Have a commitment to effective governance and the highest standards.
4. Have integrity, independence, and a willingness to speak openly.
5. Can step back and take strategic perspective.
6. We are actively seeking diverse thinking and experiences to help us improve and be fit for the future.

Previous board experience is useful but not essential. Your diving skills and ability are not relevant to the person specification, although knowledge of BSAC and the wider diving industry is helpful.

The skills and experience we require in composition of Council are in the areas of:

- Charity or National Sports Governing Body (NGB governance)
- Brand development and marketing
- PR, Media, Comms and reputation management
- Other diving training agencies
- Sources of funding
- Implementing EDI (Equality, Diversity and Inclusion) strategies
- International business development and partnering
- Commercial diving/retail

Your commitment

Attending Council meetings

You will be expected to attend six Council meetings a year. The majority of these will be held virtually, with two 'in person' meetings held annually. In addition, there will be a requirement for you to participate on Council sub-committees.

Leading and supporting specific projects

You will also be expected to provide direction and support to specific projects relevant to your skills and experience as agreed by Council.

Remuneration and expenses

While the role is voluntary and unpaid, we do pay directors' travel expenses and provide a full induction to the organisation's work.



Positions available

Ordinary Council members

In 2023, we will be electing **three** ordinary council members. If successful, you will be expected to serve a three-year term.

Vice-Chair

In addition to the role of ordinary Council members, the Vice-Chair must be able to deputise for the Chair as required and has additional responsibilities for:

- Council engagement with membership and stakeholders
- Leading agreed strands of strategic project governance – specific to candidate strengths

Honorary Secretary

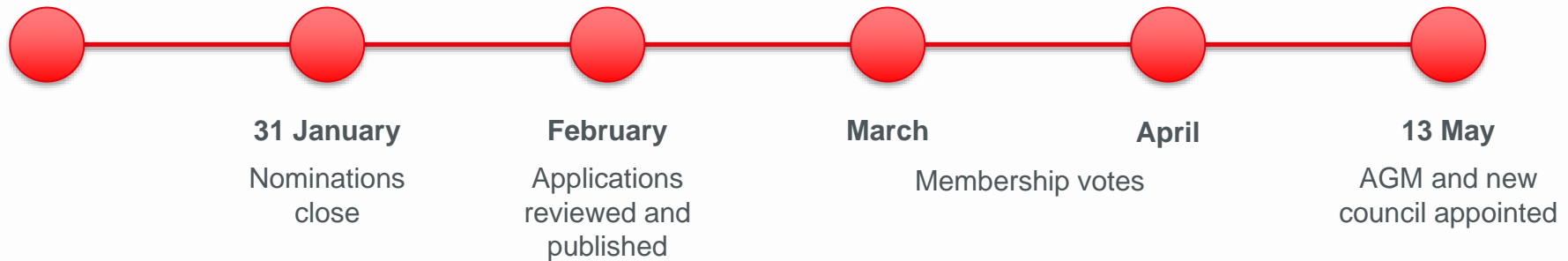
We will also be electing the BSAC Honorary Secretary. Please see document '**C-Honorary Secretary**' for details.

For more information on the role of BSAC Vice-Chair or Honorary Secretary please contact Mary Tetley CEO at maryt@bsac.com or Edward Haynes BSAC Chair at chair@bsac.com for an informal chat.



Timeline and application process

If this appeals to you (and we hope it does!), you are **strongly encouraged** to have an informal conversation with Edward Haynes, BSAC's Chair, to discuss the role further. If you're thinking about standing to be Vice-Chair or Honorary Secretary, then we are happy to arrange further informal conversations with relevant people to discuss the detail of those roles.



To apply, you will need to submit an online application form at bsac.com/nomination2023 by 23:59 on 31 January. Our elections are administered by the Civica, who will process your application in February. Where there are more candidates than posts, the membership will vote on applications from the end of March until 29 April. If you are successful, you will formally start your role after the AGM on 13 May.

Thank you for considering being part of Council at this exciting time, and **good luck** with your application.