

Shape the  
future of BSAC

Become a member  
of Council



**BSAC**  
Dive with us

# Our vision

An inspired and accessible scuba diving and snorkelling community, with more people than ever taking part.





There are challenges...

The BSAC community, and scuba diving in general, has been facing challenges over many years.

...but there are solutions!



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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 adopting our 2025-2029 strategy which is built on five ambitions. 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**

# 2025-2029 Ambitions

**Our mission** - To be the 'go to' community for anyone wanting to learn about, enjoy and protect the underwater world.

The strategy for achieving this will be built on **five ambitions...**





- Grow our capacity to train
- Increase member value and engagement
- Improve accessibility to snorkelling
- Inspire and promote
- Protect our seas





# 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**

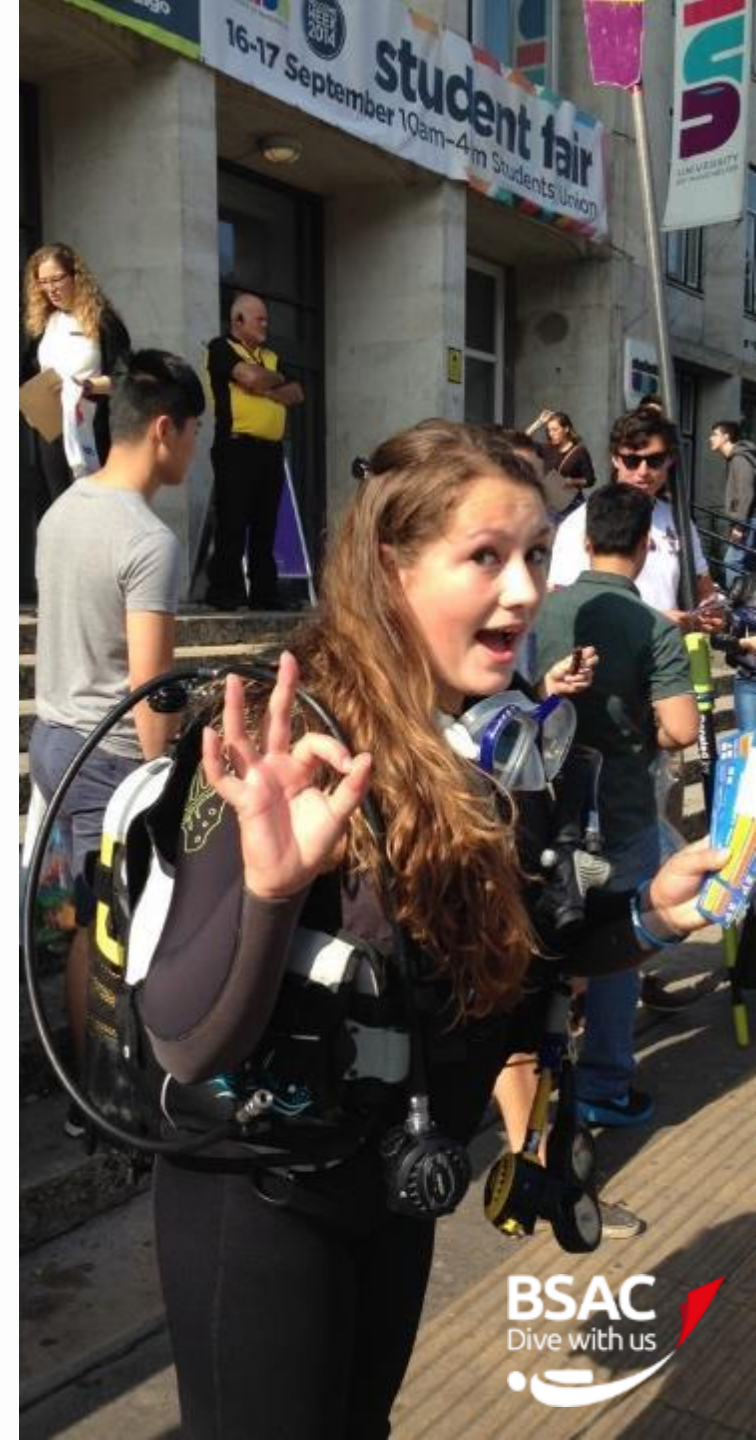
You will be expected to attend six Council meetings a year. The majority of these will be held face to face, potentially with two meetings held online. In addition, there will be a requirement for you to participate on Council sub-committees.

## **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 2025, we will be electing **one** ordinary council member. If successful, you will be expected to serve a three-year term.

## Chair

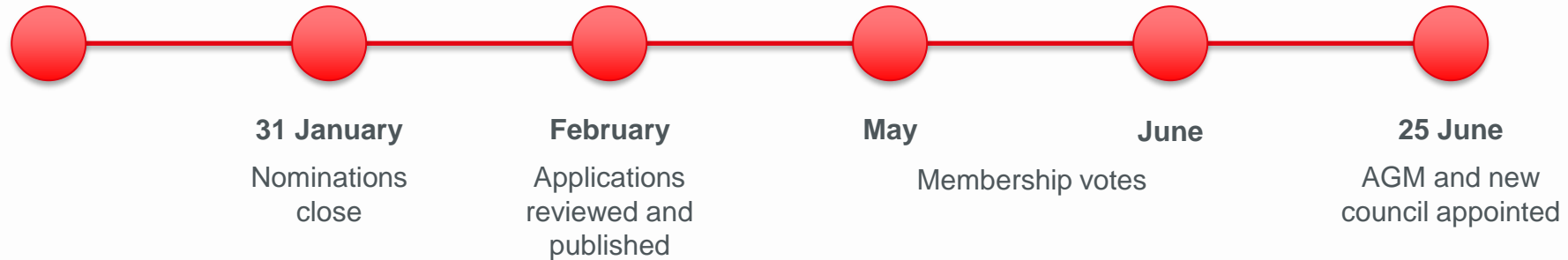
We will also be electing the BSAC Chair.

If you are interested in any of the above roles, please contact Mary Tetley, BSAC CEO at [maryt@bsac.com](mailto:maryt@bsac.com) to arrange 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 Yasmine Thorne, BSAC's Vice Chair, to discuss the role further. If you're thinking about standing to be Chair, then we are happy to arrange further informal conversations with relevant people to discuss the details of this role.



To apply, you will need to submit an online application form at [bsac.com/nomination2025](https://bsac.com/nomination2025) 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 beginning of May until 11 June. If you are successful, you will formally start your role after the AGM on 25 June.

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