

KNOWLEDGE  
STRATEGY  
PLANNING

# 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 a challenging time for our organisation. While membership of BSAC has been slowly declining for many years, the impact of Covid-19 has caused a significant drop in new members, and this has forced us to change our operating model and overall strategy significantly in response to this.

However, as well as challenges this also provides opportunities, and we are looking for bright, motivated individuals with the relevant business skills and experiences who can help us make this 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.

**Maria Harwood, 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.**

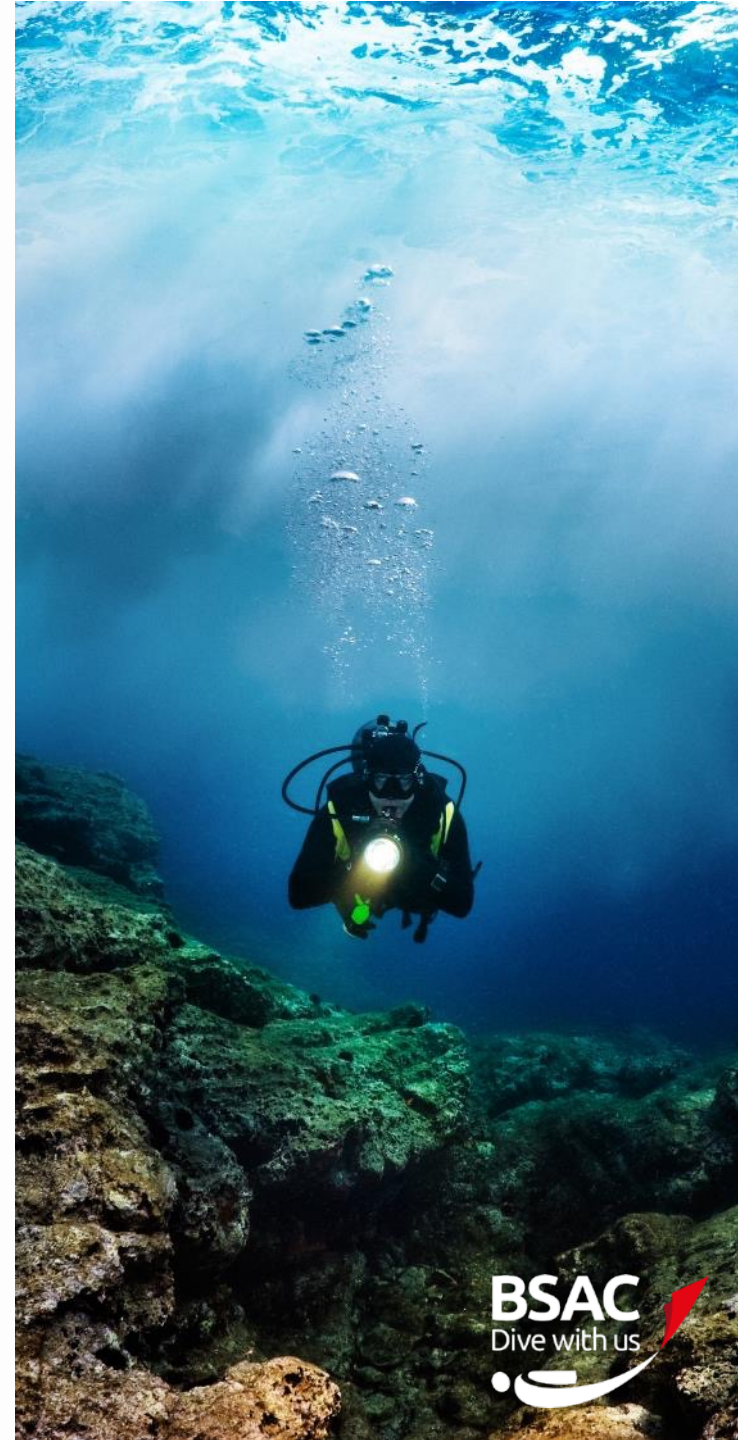
As a Council member, you will be registered at Companies House as a director of BSAC Ltd. and BSAC International Ltd. Like the directors of any company, you will have a legal (“fiduciary”) duty for the proper running of the business. This is not a responsibility to be entered into lightly.

## **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 to go diving with your enthusiasm. While these attributes are important for the wider BSAC, we are looking for different skills for Council members.

## **The role of Council**

Instead, you will set BSAC's strategic direction and oversee its implementation. 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 are looking for people who**

1. Have demonstrable experience of one of the skills areas listed below.
2. Are committed to improving diversity and equality in BSAC.
3. Have a commitment to good governance and the highest standards.
4. Have integrity, independence, and are willing to speak openly.
5. Can step back and take strategic perspective
6. 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 on Council are:**

- Business development and product development
- Legal and commercial management
- Human resources / organisational transformation
- Finance
- Programme management / business change management
- Numerical analytical skills
- Strategy and risk management
- IT-enabled business change and programme management.
- Policy development
- Marketing and branding
- Communications and social media exploitation

**We welcome applications from all ages, genders, ethnicities and backgrounds.**



# Your commitment

## **Attending Council meetings**

You will be expected to attend at least six Council meetings a year. The majority of these will be held virtually, with one or two meetings held in person. 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 on 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 2022, we will be electing **four** ordinary council members. If successful, you will be expected to serve a three-year term.

## Chair

We will also be electing the BSAC Chair.

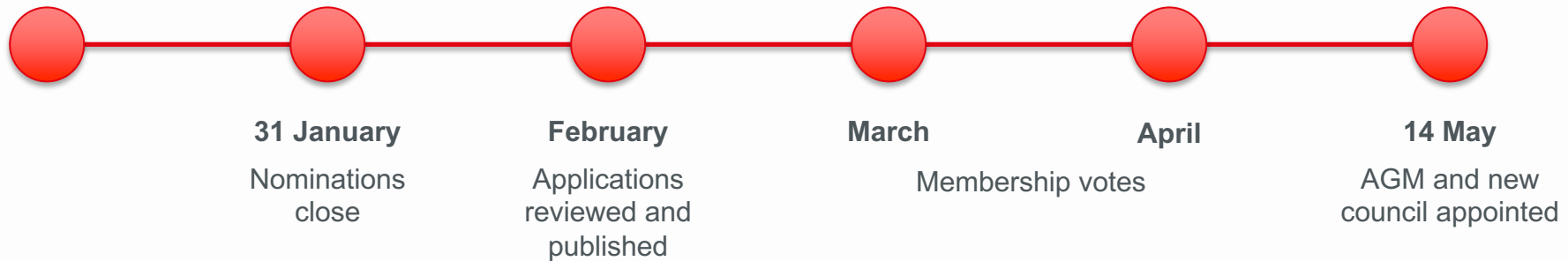
For more information on the role of Chair please see document '**C-BSAC Chair - Role Description**'.  
Alternatively, please contact Mary Tetley CEO at [maryt@bsac.com](mailto:maryt@bsac.com) or Maria Harwood BSAC Chair at [chair@bsac.com](mailto:chair@bsac.com) for an informal chat.





# Timeline and application process

If this appeals to you (and we hope it does!), you are **strongly encouraged** to have an informal conversation with Maria Harwood, BSAC's 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 detail of those roles.



To apply, you will need to submit an online application form at [bsac.com/nomination2022](https://bsac.com/nomination2022) by 23:59 on 31 January 2022. 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 2 May. If you are successful, you will formally start your role after the AGM on 14 May 2022.

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