



Welsh Sports Association
Cymdeithas Chwaraeon Cymru

Welsh Sports Association

Independent Chair of the Board

Recruitment Pack

Introduction

The Welsh Sports Association is seeking an inspirational and collaborative leader to serve as Chair of its Board, guiding the organisation through its next phase of development and helping to strengthen the sport and physical activity sector across Wales.

This vacancy has arisen as the current Chair reaches the end of their second and final four-year term, having completed the maximum eight years of service permitted under the WSA's Articles of Association. The appointment will be for an initial term of four years.

The Chair is responsible for leading the Board, ensuring its effectiveness in all aspects of its role, and maintaining the highest standards of governance. Working in partnership with the Chief Executive Officer, Board Directors and key stakeholders, the Chair will provide strategic leadership to help the WSA achieve its vision and objectives.

The Chair will ensure that the Board fulfils its responsibilities for governance, strategy, performance and accountability, while promoting a culture of openness, constructive challenge and continuous improvement.



Our Values

Agile

As an independent member body, we're able to react to the challenges you face, often before they're even front of mind.

Collaborative

We create meaningful opportunities with new contacts, and strengthen existing relationships for the benefit of sport in Wales.

Trusted

Working to the highest of standards, we strive to maintain the confidence of members, and integrity of the Welsh Sport Association.

The Vision of the WSA

We enable our members to be more successful, helping create a stronger, safer, and more connected Cymru and a society fit for the future.

We will achieve this by:

- Leading advocacy
- Collaborating with key stakeholders
- Developing resilience



General Duties

- Leading the Board in defining the WSA's vision, mission, strategic direction and priorities.
- Ensuring that the Board operates effectively and in accordance with good governance principles.
- Chairing Board meetings and the Annual General Meeting, ensuring balanced participation and effective decision-making.
- Building and maintaining strong relationships with Board members, WSA members, stakeholders, funding partners and external organisations.
- Supporting, challenging and appraising the CEO, while maintaining clear boundaries between governance and operational management.
- Ensuring the Board receives timely and appropriate information to enable effective oversight and decision-making.
- Leading the Board's oversight of organisational performance, financial sustainability, risk management and governance.
- Promoting a culture of integrity, transparency, inclusion and accountability throughout the organisation.
- Ensuring effective succession planning for Board members and key leadership positions.
- Leading regular reviews of Board effectiveness and supporting the development of individual Board members.
- Acting as an ambassador and advocate for the WSA and the wider sport and physical activity sector in Wales.
- Ensuring the WSA complies with all legal, regulatory and governance requirements.



Person Specification

Qualifications and Professional Experience

Essential

- Significant senior leadership experience gained through executive, non-executive or board-level roles.
- Experience of chairing boards, committees or senior leadership groups, or demonstrable readiness to undertake a board chair role.
- Strong understanding of corporate governance principles and board responsibilities.
- Proven ability to lead strategic discussions and facilitate effective decision-making.
- Excellent communication, influencing and relationship-building skills.
- The ability to provide constructive support and challenge to executive leadership.
- Experience of managing complex stakeholder relationships.
- Strong commitment to equality, diversity and inclusion.
- Strategic vision and leadership capability.
- Sound judgement, integrity and independence of thought.

Desirable

- Experience within the sport, physical activity, voluntary or not-for-profit sectors.
- Experience working with membership-based organisations.
- Knowledge of the Welsh sporting landscape and associated stakeholders.
- Experience engaging with public sector bodies, funding organisations and strategic partners.
- Previous experience as a Board Chair.



Further Information

This is a voluntary position for an individual who is committed to contributing their time, expertise and passion to strengthen the sport and physical activity sector in Wales.

The Chair will work closely with the CEO and Board Directors to provide strategic leadership and ensure that the WSA remains well governed, financially sustainable and focused on delivering value for its members and stakeholders.

The Chair is expected to attend scheduled Board meetings, the annual Board Away Day and other appropriate stakeholder engagements, representing the WSA externally when required.

The successful candidate will play a pivotal role in shaping the future direction of the organisation, supporting the Board to achieve its strategic ambitions and ensuring that the WSA continues to make a positive impact across the sport and physical activity sector in Wales.



Application Process

To apply for this role, please complete the online application form, outlining the skills, experience and perspectives you would bring to the position, together with your motivation for joining the Board as Chair. Please also submit a current CV in support of your application.

Existing Board members are welcome to apply and will be considered alongside external candidates through the same recruitment process.

Closing date for applications is Sunday 25th October 2026.

Appointment Timeline

- Friday 11th September: Vacancy advertised
- Sunday 25th October: Final day for applications
- Friday 6th November: Shortlisted candidates invited to interview
- W/C 16th November: Interviews in Cardiff
- January 2027: Observe January Board Meeting
- January 2027: Contribute to Board and Team Away Day
- February 2027: Commence Role

The successful candidate will play a meaningful role in the governance and strategic direction of the WSA, offering insight, challenge and support to help the organisation achieve its long-term goals and deliver positive impact across the sport and physical activity sector. If this exciting opportunity appeals to you, and you would like further information, you can contact WSA Vice-Chair, Damian Phillips, at DPhillips@darwingray.com.

