

Board Skills and Diversity Matrix

Skills Section

Sport Specific	Table Tennis	<p>A passion for table tennis!</p> <p>Knowledge of the membership of Table Tennis England and the interests that impact internal stakeholders</p> <p>Experience in the playing, officiating, organising, volunteering and/or coaching of table tennis.</p> <p>Experience in running clubs, leagues or holding administrative positions at local, national or international level within table tennis.</p> <p>Experience playing at a high performance level and knowing 'what it takes to win' at a World, Olympic or Paralympic level</p> <p>Experience developing and executing talent development strategies</p>
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Sport / Education Sector	Sport Sector	<p>Understanding of the structure and workings of the domestic sporting landscape - administration and politics.</p> <p>Knowledge of the strategy for the investment into high performance sport</p> <p>Understanding of talent pathways and/or high performance sport programmes</p> <p>Knowledge of external stakeholders eg. SE, DCMS, UKS, BOA, BPA, UKAD, CSP, YST, HNSCs, FE/HE etc;</p> <p>Demonstrate an understanding of Government departments, key funding agencies, public funding, personalities involved and decision-making processes</p>
Board, Committee and Executive Leadership	Board of Directors	<p>Experience serving on public sector, private sector, or not for profit boards.</p> <p>Experience working with good governance policies</p>
	Committees	<p>Experience serving on Committee's, working groups, advisory groups at local, regional or national level</p>
	Leadership	<p>Experience of chairing a Committee or senior leadership position in a public sector, private sector, or not for profit organisation</p> <p>Experience in the development, implementation, oversight and delivery of strategic outcomes and operational activities for a public sector, private sector, or not for profit organisation</p>

	Executive Leadership	Sustainable success in business at a very senior executive level in a successful career
	Governance	Understanding good governance principles; internal controls and the Code for Sport Governance Knowledge and understanding of the requirements on a sports regulator

Business	Strategic Planning	Experience with planning, evaluation and implementation of a strategic plan, including a demonstrated ability to focus on longer term goals and strategic outcomes, as opposed to day to day management and operational experience
	Stakeholder Relations	Experience in strategic relationships with Government, public investment partners such as Sport England and UK Sport, or commercial partners and / or Experience in member/customer relations and effective consultation and communications for public sector, private sector or not for profit Boards
	Finance and Audit	Experience of financial management and reporting and application of internal, procurement and cost controls for public sector, private sector or not for profit Boards, including assessing the quality of financial controls
	Risk Management	Experience in the process of identifying, assessing, monitoring and overseeing the management of financial and non-financial risks

	Human Resources / Executive Performance	Understanding of HR considerations and issues for executive recruitment, compensation structures and performance review in a public sector, private sector, or not for profit organisation
	Equality and Diversity	Able to contribute to the Board by enhancing perspectives and experiences through diversity of leadership, background, age, gender or other
	Safeguarding and Welfare	<p>Experience in developing, monitoring and implementing strategies that enable for the safeguarding and welfare of children, young people and adults</p> <p>Experience in providing or monitoring services that protect children, young people and adults</p> <p>Understanding of health and wellbeing strategies including, but not limited to, mental health and wellness</p>
	Legal	Experience in the legal and regulatory environment applicable to National Governing Bodies including but not limited to Company Law, Commercial Law, Safeguarding, Disciplinary and HR
	Technology and Digital	Experience in developing, monitoring and implementing technology strategies, and / or digital innovation in public sector, private sector, or not for profit organisations
Commercial	Revenue Generation	<p>Experience in revenue growth strategies i.e. sponsorship, membership/subscription services, grant funding, ticketing.</p> <p>Experience is advising or executing asset creation strategies</p>

	Marketing and Communications	<p>Senior executive experience in marketing, branding and/or customer engagement that creates long term customer value through discovery, acquisition and retention strategies, including but not limited to social media growth and engagement</p> <p>Competent written communication skills that provide engaging content</p>
	Major Events	<p>Experience developing bids and strategies to host major European and International events</p> <p>Experience in development funding and commercial models</p> <p>Experience developing ticketing and fan engagement strategies</p> <p>Experience in successfully securing broadcast partnerships</p>

Scoring

- 1 No work experience, understanding, knowledge or qualifications

- 2 Have had some limited exposure through work experience or training sufficient to enable background awareness but not sound knowledge.

- 3 Have had experience or training sufficient to give a sound understanding of the skill. This includes (but is not limited to) having had:
 - relevant work experience of at least 2 years, specific to the skill though not necessarily specific to the work of Table Tennis England, or
 - relevant training in relation to the skill such as through short courses, industry conferences, seminars or in-house training programmes

4 Have had significant experience or hold relevant qualifications to give a comprehensive understanding of the skill. This includes (but is not limited to) having:

- had relevant work experience of at least 5 years specific to the skill in an area either specifically relevant or transferrable to the work of Table Tennis England, including experience on boards, at a management level or in a professional services firm

- relevant qualifications specific to the skill, which may include (dependent upon the skill) a law degree, accounting/audit qualifications, a communications or marketing qualification, an IT/ICT qualification, a management/leadership qualification, such as a relevant degree or MBA, etc.

5 Have had significant experience and generally also hold relevant qualifications to give an expert understanding of the skill. This includes (but is not limited to) having had:

- relevant work experience of at least 10 years specific to the skill in an area directly relatable to the work of Table Tennis England, including experience on boards, at a senior management level in a related industry to Table Tennis England, or in a professional services firm, AND

- relevant qualifications may include those as set out in relation to a score of 4 above.

This score is generally for where this is/was the person's primary profession or where the person would be regarded as an expert in this particular area as a result of their experience.

Diversity Section

Board Member	
Identifier	
Gender: I am (a)...	
What age category are you in?	
How would you describe your ethnicity?	
Do you consider yourself to have a disability?	
Are you affected by any of the following (please tick all that apply)	Visual impairment or blindness
	Hearing impairment, deafness or hard of hearing
	Physical impairment (wheelchair user, mobility issues, amputee, dwarfism)
	Learning disability or difficulty concentrating or remembering
	Mental health problems
	Social or behavioural issues (due to neurological diverse conditions such as Autism, Attention Deficit or Aspersers' Syndrome)
	Some other condition that impacts your ability to complete day to day tasks (Including issues with stamina, breathing difficulty, difficulty speaking or making yourself understood, dexterity difficulties, long term pain)
	Don't know

	Prefer not to say
	None of these
	Other disability
How would you describe your sexuality?	
How would you describe your religion or belief?	
Marriage and civil partnership: Are you presently...	

