



Candidate Information Pack

Independent Non-Executive Director

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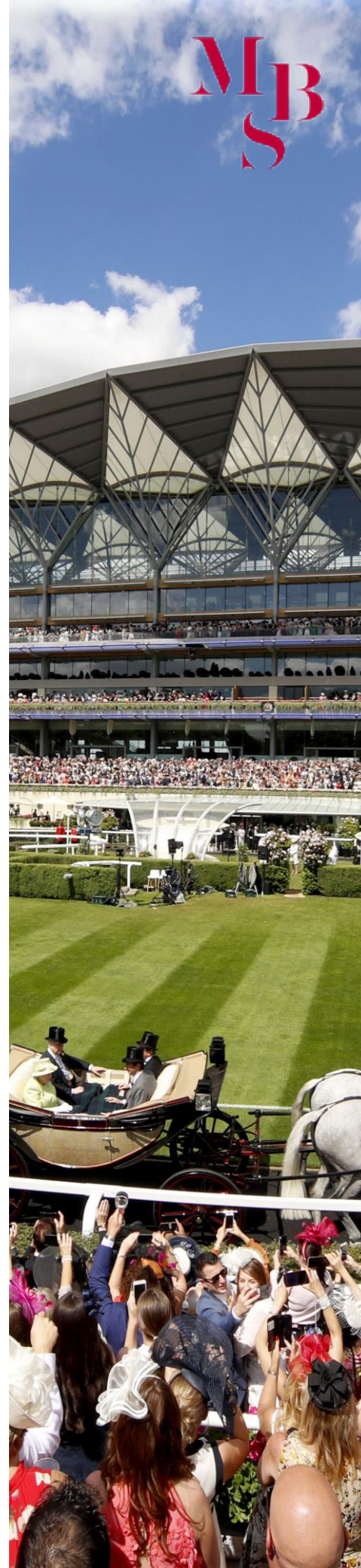
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Summary

Position:	Independent Non-Executive Director
Company:	British Horseracing Authority
Location:	London/ National
Time Commitment:	Circa 18 days per year
Term:	3 years, with the opportunity for reappointment
Remuneration:	£27,000 (subject to review)
Website:	https://www.britishhorseracing.com/

Our Vision

Together, we're building a brighter future for our sport, our horses and our people

Our Mission

The British Horseracing Authority is responsible for the governance, administration and regulation of horseracing and the wider horseracing industry in Britain. The BHA leads on the development and growth of racing, and prioritises the health and welfare of the sport's participants.

Our Culture

In a forward-thinking environment that encourages collaboration, cohesion, commitment and confidence, the BHA provides leadership for British racing that is protective of the deep traditions and proud history of the sport whilst guiding it towards a bright future.

The BHA, with a culture that respects and recognises the contributions and professionalism of its diverse people, seeks to understand, be attentive to, and be proactive in addressing the needs of its participants and wider stakeholders.

The BHA is proud to be a founding signatory of the sport's [Industry Commitment to improve diversity and inclusion](#). The BHA's own Diversity and Inclusion Action Plan can be viewed [here](#).

The BHA want to attract, recruit and nurture the best people from a wide range of backgrounds. We know the value of bringing together a variety of experiences.



Introduction

The British Horseracing Authority is the governing and regulatory body for British horseracing, which seeks to ensure the effective regulation, integrity and success of the sport. The BHA's mission is to build a brighter future for the sport of horseracing, for the people working in the industry and for the horses.

The BHA's role is to act for and on behalf of the whole sport, ensuring that the highest standards apply on and off the racecourse. It aims to be a global leader in racing regulation and works with stakeholders to promote the sport in order to make Great Britain the home of the most compelling racing in the world.

The BHA, together with British racing's other leading organisations, has published an "[Industry Commitment](#)" to diversity and inclusion, to ensure racing truly is a sport for everyone and to help the sport grow and thrive in the future. As part of this, the BHA has committed to increasing its Board diversity across all protected characteristics, and in particular in relation to gender and ethnically and culturally diverse communities. We recognise the wide benefits that greater depth and breadth of experience and perspective can bring, in terms of accountability, innovation, engagement and growth, and are keen to bring these to bear for the benefit of our sport. Applications from these candidates are therefore particularly welcomed and encouraged, and we would be pleased to discuss our commitment to inclusivity with interested candidates.

The BHA is a company limited by guarantee by member bodies representing stakeholders from across the sport of horseracing ("Members"). The Members are:

- The Racecourse Association Limited;
- The Racehorse Owners Association Limited;
- The Thoroughbred Breeders' Association;
- The National Trainers Federation as the representative of the Licensed Personnel (being the NTF, the Professional Jockeys Association and the National Association of Racing Staff).

The BHA and its Members have recently agreed a new governance structure for the sport to deliver unity and strategic leadership. The new structure enshrines, as standing committees of the BHA's Board, a new Commercial Committee and Integrity Advisory Committee, with a new Industry Programme Group also created, all three designed to drive forward the sport's main areas of strategic focus.



The BHA Board

The Board comprises ten Directors and meets at least eight times per year. The BHA is committed to comply with the highest standards of sports governance. This ambition reflects the BHA's unique set of regulatory responsibilities; including maximising the welfare of the sport's horses and people, keeping racing as safe as possible for horses and participants and ensuring the sport is fair and free from corruption. Further information on the BHA Board can be found [here](#).



“Digital technology is a huge opportunity for racing. The industry recognises that digital transformation, the efficient use of data and making the sport more customer-focussed sits at the centre of any growth strategy for the sport. The appointment of an Independent Non-Executive Director (INED) with experience and skills in these areas will provide critical leadership and support to the BHA Board and the various industry groups helping develop initiatives related to these drivers of growth.”

Joe Saumarez Smith, Chair



The Opportunity

Independent Non-Executive Director

The BHA Articles state that the Board is to have two Independent Non-Executive Directors (INED), as well as two Regulatory INEDs, who have a specific focus on raceday regulation and integrity matters. There is currently a vacancy for one INED, following the appointment of one of the existing INEDs as Independent Chair. To complement the broad spectrum of skills and experience on the Board, and aid succession planning, the new INED should have an established background in the commercial, marketing, digital and social media spheres. We seek candidates with a track record of building successful businesses and a proven strategic approach, with a strong vision encompassing social media, digital marketing and engagement, data and IT. Experience of delivering major projects would also be an advantage.

The appointment of an INED with a commercial and marketing focus at this time will provide critical leadership and support to the BHA as it embarks, in collaboration with its Members and broader stakeholders, on the development and implementation of a new industry strategy to secure racing's future, at the same time as advancing, through [Racing Digital](#) (a 50/50 joint venture between the BHA and Weatherbys), an ambitious digital transformation programme aimed at streamlining administration, boosting engagement with new audiences and facilitating a more customer-centric approach across horseracing.



Candidates will have a strong appreciation for the role of contemporary governance and the responsibilities of non-executive directors. They will be adept at operating within a highly complex stakeholder environment, drawing on recent experience of working at a senior level in medium / large complex and challenging organisations. With demonstrable strategic acumen and a collaborative leadership style, candidates will be proactive in facilitating an inclusive board culture, engaging in healthy debate and challenging the status quo. Intellectual curiosity and exemplary communication skills will be key. A knowledge and appreciation of horseracing is desirable, but a passion to learn and support our mission will be critical.

The BHA would be delighted to hear from those individuals who share their vision and who have the ambition and expertise to enable them to deliver a bright future.

Key Responsibilities

- Provide non-executive oversight of and challenge in relation to Racing Digital;
- Sit as a member of the People and Remuneration Committee;
- Attend any additional meetings or events/engagements as and when required;
- Play an effective part in Board meetings, discussions and decisions, demonstrating resolute commitment to shared success and inclusive discussion;
- Impact the development of strategy by challenging assumptions constructively and by providing long term strategic insights to advise, guide, challenge and support the executive team;
- Adhere to high levels of personal integrity and financial probity;
- Drive innovation within sports governance;
- Scrutinise the performance of the BHA in meeting agreed goals and objectives and monitor the reporting of performance.

Directors are expected to attend all Board meetings called during the year unless prevented by exceptional circumstances. A list of dates can be provided for planning purposes.



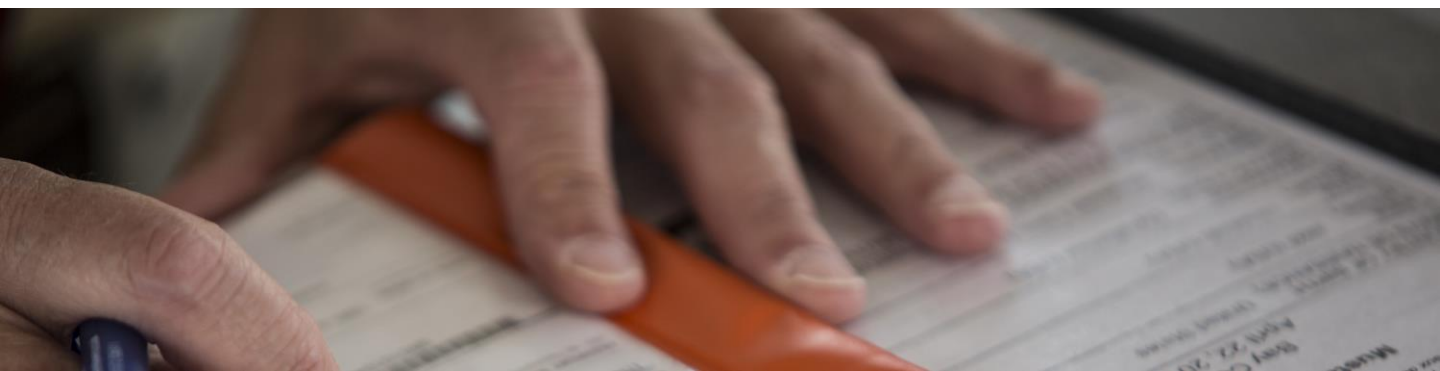
Independence

The BHA Board will determine whether there are relationships or circumstances which are likely to affect, or could appear to affect, a director's judgment. Whilst the independence of each candidate will be determined based on individual circumstances, the Board may consider the following factors to be relevant to its determination of independence.

If a prospective director:

- Is or has been an employee of the BHA, Great British Racing (GBR), and/ or a BHA Member within the last two years;
- Has, or has had within the last two years, a material relationship with the BHA, GBR, and/ or a BHA Member either directly, or as a partner, shareholder, director or senior employee of a body that has such a relationship with the BHA, GBR and/ or a BHA Member;
- Receives additional remuneration from the BHA apart from a director's fee;
- Is an immediate family member of any of the advisers, directors or senior employees of the BHA, GBR, and/ or a BHA Member;
- Holds cross-directorships or has significant links with other directors on the BHA Board through involvement in other companies or bodies; or
- Represents a BHA Member.

Applicants should be aware that actual or perceived conflicts of interest will need to be managed appropriately and in accordance with all relevant legislation and the Board Code of Conduct.



Key Criteria

The successful candidate will ideally have the following:

Knowledge and experience

- Previous experience of working with or on a board and with complex governance structures, and an understanding of such contemporary corporate governance (prior experience as a director is not essential);
- Significant experience of developing, implementing and leading commercial, marketing and digital engagement strategies affecting diverse stakeholder and customer groups;
- Experience of providing strategic leadership and contributing significantly to the development of strategy in a regulatory context;
- Experience of building and managing positive relationships with a large and diverse group of stakeholders;
- An understanding of diversity and inclusion and evidence of having been a proactive advocate for it in professional life;
- A knowledge and appreciation of horseracing is desirable, but a passion to learn and support our mission is critical.

Skills and personal qualities

- Clear and effective communication skills, including the ability to contribute to and influence board discussions and activities;
- A collaborative leadership style, including the ability to work effectively with both executives and non-executives;
- An inclusive approach that celebrates diversity;
- Strategic thinking, with an ability to analyse and think innovatively around complex regulatory issues;
- The ability to promote a culture of accountability, transparency and openness in all that the board does;
- The adaptability and flexibility to embrace change;
- The skills to assess detailed and complex evidence and reach reasoned and robust conclusions using sound judgement;
- A demonstrable commitment to the values and principles of the BHA.



The Selection Process and How to Apply

The MBS Group (MBS) has been retained to support this appointment, which will be made on the recommendation of the Nominations Committee of the British Horseracing Authority. Longlisted candidates will be invited to interview with The MBS Group from week commencing 30th January, following which, interviews with the BHA Selection Panel will take place week commencing 20th February, in person.

To apply, please submit your application via email with the subject line “Application for the role of INED” to bha@thembsgroup.co.uk by noon on Monday 16th January. Your application should consist of:

- A short covering letter of no more than two A4 sized pages explaining why this appointment interests you and how you meet the appointment criteria and competencies as detailed in the candidate information pack;
- Your current CV with educational and professional qualifications and full employment history, explaining any gaps in your employment history and highlighting relevant achievements in recent posts;

If your application is progressed after the Longlist meeting in January, you will be invited to attend an hour-long, competency-based interview with the MBS team ahead of a Shortlist meeting, where a small number of candidates will be chosen to appear before the selection panel.

If you would like to discuss the opportunity in more detail prior to making an application, please contact tori.birkenshaw@thembsgroup.co.uk to arrange a call with a member of the MBS team.



Contact Information

The MBS Group is proud to be partnering with the British Horseracing Authority on what is a crucial appointment.

For further information please use the contact details listed below:

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A photograph of a brick building at night. The building has large windows and a brick chimney. A bicycle is parked on the left side. The text is overlaid on the image.

Established by Moira Benigson over 25 years ago, The MBS Group is widely recognised as the leading specialist executive search firm covering all consumer-facing industries