

**PADDLE**  
NORTHERN IRELAND

**Board Member  
Recruitment Pack**





# C O N T E N T S

Welcome from Chair.....	Page 3
Roles.....	Page 4
Equality of Opportunity.....	Page 5
About.....	Pages 6-8
Board Structure.....	Page 9
Time Commitment & How to Apply.....	Page 10





# WELCOME FROM CHAIR

Thank you for your interest in becoming a Paddle Northern Ireland Board Director.

With the launch The Strategy for Paddlesport in October 2023 and our rebrand in April 2024 it is an exciting time for paddling and paddlesport in Northern Ireland.

Taking part in outdoor activities, like paddling, has measurable physical and mental health benefits and we want to ensure our sport reaches a wider audience, enabling more people to enjoy time on the water.

We are looking to strengthen the Paddle Northern Ireland Board with the recruitment of three new Independent Directors that can support the delivery of our strategy. We are interested to hear from people with or without paddling experience, so don't be put off by not knowing much about the sport.

***Lee Campbell***

# ROLES

Paddle Northern Ireland are looking for three Independent Directors, with a focus on some of the areas below:

## Leadership

- Experience of making an effective contribution to leading an organisation *or*
- Experience of operating at board level in a public, private, voluntary or community sector organisation *or*
- Experience of delivering a strategic plan and holding others to account to achieve aims and objectives.

## Finance

- Financial leadership & management experience, ideally with an accountancy qualification to support the Board and staff team in managing the financial accounts and develop a long term financial plan for delivery of The Strategy for Paddlesport in Northern Ireland 2023-2028.

## Governance, Risk Management & Internal Control

- Strong understanding of risk management principles, internal controls, and governance to ensure the effective management of our risk management framework and internal control systems.

## Flexible

- Are you are someone keen to gain board experience and can bring your skills, experience and knowledge to support the implementation of The Strategy for Paddlesport in Northern Ireland 2023-2028.

# EQUALITY

***Paddle Northern Ireland is committed to providing equality of opportunity for all individuals.***

Applications are welcome regardless of gender, age marital status, disability, religion, ethnic origin, political opinion, sexual orientation or whether or not you have dependants. All applications for appointment are considered strictly on merit.

We would like to hear from people from all backgrounds. These roles might particularly appeal to you if you have an interest in:

- Encouraging more people to become physically active
- Engaging diverse audiences in sports and physical activity
- Raising the profile and benefits of paddling and paddlesports
- Passionate about the outdoors/being in or around the water
- Developing your professional development through a Board Director position



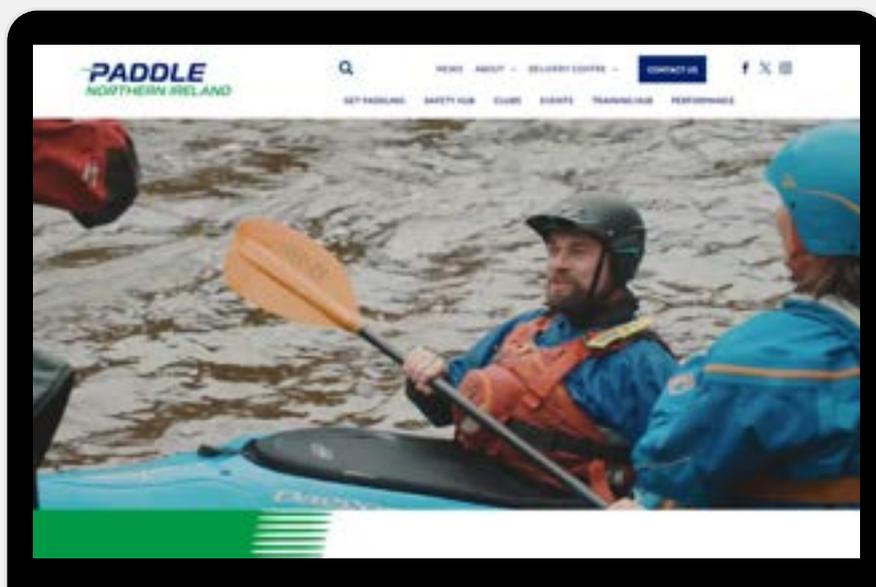
# ABOUT

Paddle Northern Ireland is the new name for CANI and we are the National Governing Body for Paddlesport in Northern Ireland. We work in partnership with our umbrella organisation Paddle UK (previously British Canoeing) and the other UK National Associations, Paddle Scotland and Canoe Wales and are responsible for the development and promotion of paddling in NI.

Paddling or Paddlesport now covers a wide range of interests and passions as both a sport and recreational activity and we aim to provide opportunities for people from all backgrounds to paddle for health, enjoyment, friendship, challenge and achievement.

We are a membership organisation with over 1200 individual members and 430 qualified coaches/leaders and we have a network of affiliated clubs and delivery partners across Northern Ireland offering a range of activities.

We provide a range of practical advice and information for paddlers and clubs and work closely with local Government Departments, Local Authorities and other relevant stakeholders on issues affecting the paddling community.



# VISION

## *To Inspire People to Paddle*

Paddlesport is a great interactive and social sport that all members of the community should be able to enjoy. However, there are many perceived barriers that prevent people from trying or participating in the sport. One of Paddle Northern Ireland's aims is to work closely with organisations to break down these barriers so that everyone, regardless of background or circumstance, can feel welcome and comfortable to join.

# MISSION

## *Build a welcoming paddling community*

The clubs within Paddle Northern Ireland's support network have a great sense of community and are very welcoming to new members. Our commitment to support clubs, delivery centres and different organisations in their work, will enable us to:

- Deliver more achievements.
- Successfully introduce new people to the sport
- Engage with current paddlers to continue developing the sport



# OUR VALUES

## *Collaboration*

We believe that:

- Through continued collaboration with National Associations (Paddle UK, Paddle Scotland and Canoe Wales), Paddle Northern Ireland Clubs, Members, and other organisations we can achieve more.
- Partners have an important role to play in Paddle Northern Ireland achieving its ambitions and aspirations.
- It is important to continue to develop relationships with our stakeholders.

## *Nurturing*

We believe that:

- Providing leadership to deliver best practice and clearly demonstrate how to keep everyone safe while they are on the water.
- Ensuring Paddle Northern Ireland is focused on improving the quality of the paddling experience for all.
- Developing our staff and organisation to deliver for our partners and members. • Recognising excellence and success

## *Accountability*

We believe in:

- Acting with integrity in all that we do and our interactions with partner organisations.
- The importance of performance management in achieving outcomes for our stakeholders.
- Taking corrective actions when necessary to deliver our vision for the benefit of Paddle Northern Ireland clubs, members and funders

## *Inclusion*

We believe that:

- Paddlesports should be available for all to enjoy
- It is important to continually improve the paddlesport experience.
- Engaging with our stakeholders, partners and members will enhance and enable us to positively improve participation.
- Continued collaboration and engagement will positively impact the delivery of our vision

# BOARD STRUCTURE

Paddle Northern Ireland Board of Directors consists of not more than ten members, selected through club nomination or recruited as independents and all voted in at the AGM.

A director is not required to be a member of the charity though at all times a majority of the directors must be members of the charity.

# ROLE OF DIRECTORS

The role and responsibilities of Directors on the Board is as follows:

- To ensure the organisation fulfils its objectives as outlined in its Articles of Association.
- To ensure that the organisation complies with its legislative requirements, including compliance with employment and equal opportunities legislation, and charity and company law.
- To ensure that the organisation has adequate financial resources and that its finances are effectively managed.
- To contribute to the strategic development of the organisation.
- To contribute to the development of policies and procedures that ensure the organisation meets optimum levels of good practice in governance.
- To ensure that risks to the organisation are maintained at an acceptable level.
- To participate in and contribute to meetings of the Board of directors and it's sub committees.
- To represent the organisation at meetings and events relevant to the business of the organisation.

# TERMS OF APPOINTMENT

Directors are appointed on a three year basis.

The Paddle Northern Ireland Board meets 6/8 times per year.

Board membership is likely to require a time commitment equivalent to one day per month.

Board member positions are not remunerated but reasonable travel and subsistence expenses will be reimbursed.

## HOW TO APPLY

### Interested?

If you are interested in a role as a Board Director and would like to set up an informal conversation with the current Chair or Head of Operations, please email [lynsherriff@paddleni.org.uk](mailto:lynsherriff@paddleni.org.uk)

### Applying for a role

To apply please send a CV with a covering letter about why you are interested in joining the Paddle Northern Ireland Board and the skills and/or experiences you would bring to [lynsherriff@paddleni.org.uk](mailto:lynsherriff@paddleni.org.uk) by **noon on Thursday 14th November 2024**

Candidates will then be shortlisted and invited to meet a panel for a two way discussion about the role.

Successful candidates will then be ratified at an AGM.