

Non-Executive Director
Sustainability & Public Affairs
Recruitment Pack



WELCOME

A MESSAGE FROM JOHN STEELE OBE, CHAIRMAN, COMMONWEALTH GAMES ENGLAND

Dear Applicant

Thank you for your interest in the Sustainability and Public Affairs focused Non-Executive Director (NED) role at Commonwealth Games England (CGE).

You are looking to join us at an incredibly important time for the organisation and the Commonwealth movement. The Commonwealth Games in Glasgow is now less than six months away, and our plans are being actioned at pace to ensure another successful Games for Team England, and all the benefits that produces.

Beyond this, the organisation has been imbedding its strategy, defined as 'Representing England at its Sporting Best' to give us direction beyond Glasgow to the 2030 Centenary Games in Ahmedabad, India.

The Sustainability and Public Affairs NED will play a key role in guiding and advising the Executive team and Board, ensuring that the organisation is considering how to best align with long term strategic ambitions of government and the sport sector to achieve the objectives being outlined within our Organisational strategy.

I am so proud to lead a diverse, energetic and ambitious Board, that works closely with a highly professional and dynamic executive team. If you would like to be part of this then please apply.

All the best,



John Steele OBE
Chairman

ABOUT US

CGE is the organisation responsible for all matters relating to the Commonwealth Games in England, including the leadership and management of the English team at the Games. To do so, we work closely with each sport's National Governing Body and our funding partner Sport England.

We are proud to be one of only six countries to have taken part in every edition of the Commonwealth Games and Commonwealth Youth Games.

Our core purposes are to lead and manage the participation of Team England. However, our new strategy to 2030, developed in consultation with key stakeholders, includes the pursuit of a broader purpose for CGE, in which the vision broadens from performance to extend CGE's beyond the podium. This is defined as 'Representing England at its sporting best'.



Strategy

The strategy outlines the priorities and goals up to 2030 to ensure the Commonwealth Sport movement thrives in this country and beyond. This includes focus on longer-term aspirations including representation, sustainability, relevance and an exceptional environment.

The strategy consists of four key priority pillars:

1. Representative team: Develop a diverse team that represents the best of our nation, to deliver success for Team England.
2. Exceptional environment: Create an exceptional team environment that empowers great performances.
3. Sustainable future: Prioritise choices towards a more sustainable future for Commonwealth Games England, team members and our supporters.
4. Reach and relevance: Increase the reach and relevance of Commonwealth Sport in England.

ABOUT US

Board

The Board currently comprises:

Chairman: John Steele OBE

President: Dame Laura Kenny DBE

CEO: Mark Osikoya

Non-Executive Directors: Delia Parry, David Ellis, Donna Fraser OBE, Diane Edwards MBE, Jonny Riall, Dame Caroline Spelman DBE, Kristian Thomas, Liz Mulkerrin, Sharjeel Suleman and Robert Rodger

Board Apprentice: Orlan Jackman

The Board meets quarterly in-person, with meeting dates in the diary for 2026. The Board is supported by a number of committees, who meet virtually via Teams throughout the year.



ABOUT THE ROLE

The Sustainability and Public Affairs NED plays an important role in supporting the Executive on sustainability strategy, leveraging their experience of Whitehall and government to ensure the organisation maximises opportunity and remains well positioned to deliver our 2030 goals.

As Chair of the Board's Sustainability Sub-Committee, the Sustainability and Public Affairs NED will provide strategic oversight and leadership, ensuring that Board decisions prioritise a more sustainable future for Commonwealth Games England.

The role sits on the CGE Board. The Board Directors have responsibility for:

- **Strategy** – establishing the overall strategic direction of Commonwealth Games England;
- **Specialist knowledge and expertise** – sharing this with the Board and Executive Team for the benefit of Commonwealth Games England. The successful candidate will be asked to Chair the Sustainability sub-group of Board and give expert advice to other Board Committees as required.
- **Working with the Executive Team** – providing oversight, guidance and support to the Executive Team;
- **Performance** – monitoring the performance of the Executive Team and Board and taking action to maximise performance;
- **People** - providing independent views on appointments and remuneration;
- **Advocacy** – acting as effective advocates and influential ambassadors for Commonwealth Games England and sport in the UK;
- **Independence** – ensuring that Commonwealth Games England is beyond reproach on the question of independence;
- **Governance** – providing strong governance;
- **Compliance** – ensuring that Commonwealth Games England complies with any statutory and administrative requirements for the use of public funds; that it delivers its statutory responsibilities and operates within the limits of its statutory authority and that high standards of corporate governance are observed at all times

EXPERIENCE REQUIRED

The current members of the Board offer a wide range of skills, experience and networks and we are looking for a set of skills in this appointment to complement these and maintain the overall balance of the Board.

We are seeking to appoint a Non-Executive Director who will demonstrate strong strategic judgement, and a proven track record of shaping sustainability strategy within complex, stakeholder-rich environments. They will bring credibility in engaging with government and public bodies, alongside the confidence to provide constructive challenge and independent oversight.

Previous experience within a sporting organisation is not essential, however the applicant should have a passion for sport. The intention is for this role to join the Board in May 2026.

In terms of generic skills and competencies, candidates will be asked to demonstrate or show that they have an understanding of the following:

Strategic skills, including an ability to analyse complex issues and to think clearly, strategically and laterally; an ability to understand policy issues and the concerns of stakeholders and the public; independence of view, including an ability to offer constructive challenge when appropriate.

Influencing and communication skills, including an ability to promote clear understanding of complex subjects; an ability to develop and maintain relationships quickly with different stakeholders; and an ability to operate effectively at senior levels.

Team working and collaboration skills, including an ability to work effectively with other members of the Board; an ability to participate in robust, rigorous debate and an ability to communicate to reach consensus.



TERMS OF APPOINTMENT

Role

The role will sit on the CGE Board.

Time Commitment

The expected time commitment will be on average 20 days per year to include attendance at in-person Board meetings (1 per quarter), attendance of online Sustainability Committee meetings and Commercial & Communications Committee meetings (both occurring a minimum of twice a year). The expected time commitment also includes other activities relevant to Commonwealth Games England, including attendance at the Glasgow 2026 Games

Timing of the Appointments

We hope that the successful candidate will be able to take up their appointment in **May 2026**, and ideally be able to attend the (virtual) Board meeting on **20th May 2026**. A separate induction session will be arranged on a convenient date.

Location

Most Board meetings are held in central London, with some travel across the UK and occasionally overseas around Games time. Committee meetings (if applicable) are usually held virtually via Teams.

Remuneration

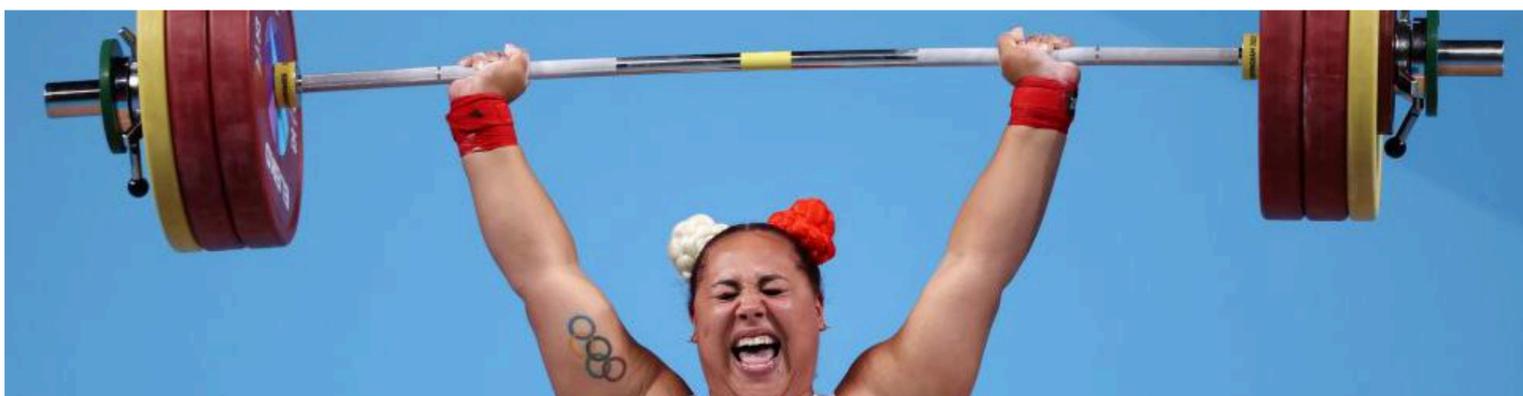
The roles are not remunerated but all reasonable expenses are reimbursed, in line with the CGE expenses policy.

Period of Appointment

The appointment is for an initial period of 4 years, which could be extended by a further 4 years.

Conflicts of interest

Candidates will need to be able to demonstrate that they do not have other interests that would be likely to conflict with their responsibilities as non-executive directors. Please declare any potential conflict of interest as early as possible in the selection process and also disclose information or personal connections that, if you were appointed, might be open to misperception.



RECRUITMENT PROCESS & APPLICATION INSTRUCTION

To apply for this role, please send a CV with a covering note explaining why you are applying for the role and what value you would bring to Commonwealth Games England, by email to **HR@teamengland.org**. Please also use this email for any enquiries or questions.

The closing date for applications is Monday 6th April at 5pm.

In-person interviews in central London are due to take place on **Monday 27th April.**

The successful candidate will be invited to join the virtual Board meeting, **between 10:00-13:00 on Wednesday 20th May.**

EQUAL OPPORTUNITIES POLICY

Commonwealth Games England is an equal opportunities organisation and is committed to providing equal opportunities to all employees, potential employees and board/advisory members. This includes the recruitment, selection, training, work conditions and career management/ promotion of employees/board members. Commonwealth Games England opposes all forms of unlawful and unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, sexual orientation, marital status and civil partnership, gender reassignment, religion or belief, and disability and is committed to ensuring a safe, respectful and inclusive place to work for all.



