Appointment of Independent Non-Executive Director

Recruitment Pack

British Orienteering are seeking to appoint a skilled and committed individual to provide inclusive and inspirational leadership and guidance to the Board of the National Governing Body for orienteering.

British Orienteering

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About

British Orienteering

British Orienteering is the national sports governing body for the sport of orienteering in the United Kingdom. It was founded in 1967 and currently has nearly 9,000 members. A further 38,500 non-members take part in the sport each year.

We are a sport striving to build on our past success by expanding our participation base into new markets and aiming to continue our record of punching above our weight in international competitions.

We are a small, dynamic and forward-thinking organisation, with a staff of 15, and a turnover in 2025 of c.£1million.

However, the external environment is changing. We will be operating in a challenging funding environment and therefore will have to develop the long-term strategy to develop our income streams and ensure the long-term sustainability of the sport against the background of a valuable and aging volunteer base.

Facts & Figures

2025
Membership
8,920

2024
Membership
8,953

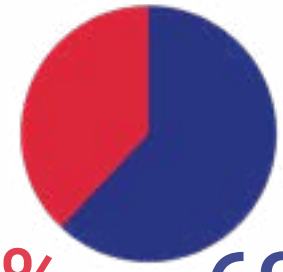
16-40 (2025)
Age Range
1,983

16-40 (2024)
Age Range
1,948

Participation
(Competitions)2025
156,299

Participation
(Competitions)2024
149,294

Gender
Breakdown (2025)



38%
Female

62%
Male

What
is orienteering?

Orienteering is an exciting outdoor adventure sport. It exercises mind and body and is suitable for all ages and fitness levels.

The aim is to navigate between check-points (or 'controls') marked on a special orienteering map. There is no set route, so the skill and fun come from trying to find and navigate the best way between each control.

In competitive orienteering, the challenge is to complete the course in the quickest time.

Where
can I go orienteering?

Orienteering can take place anywhere from the streets of Central London to the wilds of the Scottish Highlands and everywhere in between, including forests, parks, moor-land, town centres, school playgrounds, and university campuses.

British Orienteering

The Board

The Board is made up of six directors elected from and by our membership, three independent directors, the CEO, and the Chair. Together, they bring a wide range of skills, perspectives and expertise.

It is vital that the Board represents the diversity of the community that we are seeking to attract to the sport, including (but not limited to) in respect of gender, age, ethnicity, and disability. We are hoping to attract a diverse range of candidates and would welcome applications from all communities, in particular people from ethnic minority communities and disabled people.

Term

This appointment Is for a term of three years. An Independent Director may stand for up to a total of three terms (total 9 years) but must then stand down.

Hours Worked

We hold approximately five full-day board meetings a year. These are usually hybrid, alternating between different city-centre venues (currently Birmingham, London and Manchester) and with online participation possible.

In addition, the successful candidate may participate in small sub groups of the Board that align with their interests and areas of expertise.Time commitment will be in the region of one day a month.

The Role

Sports governing bodies, such as British Orienteering, need a wide range of skills from their Directors, to understand and address the many challenges governing bodies face and navigate.

We need a board that can challenge one another and the status quo, that bring different experiences, knowledge and ideas, but are able to work constructively and enthusiastically as a team for the benefit of the sport.

British Orienteering is seeking an Independent Non-Executive Director to join its Board, working alongside the Chair, Elected Non-Executive Directors, and the CEO. As a key part of the national governing body for orienteering, you will provide inclusive, forward-thinking leadership and contribute to the continued success of the sport in the UK.

In particular, the board would welcome expressions of interest from anyone who has specialist knowledge and practical experience in the following areas (although these are not essential skills and we welcome all applications):

- Welfare/Safeguarding
- Safety
- Diversity & Inclusion

Salary

Voluntary with reasonable expenses paid.

Key duties

1. Act as a Director of British Orienteering in the best interests of the company, with honesty and in good faith towards its members, employees, principal funding partners, sponsors and of the communities within which British Orienteering operates.

2. To use such personal and professional skills together with such contacts, experience and judgement as they may possess with integrity and independence to optimise both the short-term and the long-term performance of British Orienteering.

3. To play a full part in enabling the Board to arrive at balanced and objective decisions in the performance of its agreed role and functions, in line with British Orienteering's Board Terms of Reference.

4. To ensure that the objectives of the company, as agreed by the Board, are fully, promptly and properly carried out.

5. To act in the way they consider, in good faith, would be most likely to promote the success of the company for the benefit of its members as a whole.

6. To act as Board Champion for their specialist area.

Person Specification

- Experience of operating at Executive, Board or equivalent level.
  This might be within a corporate business, membership, not-for-profit or sporting environment.

  Prior board experience is not essential, and we will support and develop new board members who have the ambition, skills and commitment to support us in our goals.

- An ability to think strategically and make evidence-based decisions through analysis, and logical review.

- Prior experience in orienteering or membership sports is not needed, but an awareness of and passion for the sport and an interest in helping address the challenges facing the sector is desirable.

- An inclusive leadership style with strong consultative and stakeholder engagement skills.

- Desirable experience includes expertise in safeguarding and diversity and inclusion.

British Orienteering

How to apply

To apply, please submit an up to date curriculum vitae, including comprehensive details of key achievements and responsibilities, along with a covering letter of application (no more than two sides of A4) addressing the person specification to: pbrooke@britishorienteering.org.uk or call 07540 150963.

Applications should be received by 17:00 Sunday 15th November 2026.

Candidates are asked to provide an email address and suitable daytime and evening contact numbers.

Supporting documents

- Articles
- Accounts
- Annual Report

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British Orienteering

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