



# BOARD RECRUITMENT PACK

2026



WELCOME

**Dr William Bird**

Chair of Active Essex

I am delighted to be able to offer the opportunity for 2 to 3 individuals, with the required skill sets and drive, to join the Active Essex Board on our journey.

Active Essex works hard to increase levels of physical activity and sport in our places and spaces, taking a strength-based approach to working with communities, hardwiring physical activity into the systems around us.

We seek to create change in residents attitudes and behaviours towards physical activity, ensuring everyone can benefit from being regularly active, for personal, physical, mental

health and wellbeing. The Essex Sport and Physical Activity strategy, Fit for the Future, sets out the vision to create a more active Essex to improve everyone's health and wellbeing, and Active Essex can make a significant contribution to this, alongside our partners.

The role of the Board is to provide guidance, support relationships and shape decisions on the strategic and operational activity of Active Essex. The Board focuses on system issues and priorities, supports our place work with communities and is accountable for its decisions - setting high standards for the organisation and holding the Active Essex senior management team to account.

Equality, diversity and inclusion (EDI), alongside the needs of our Essex, Southend and Thurrock population, are given full regard in all aspects of our work. We are committed to working with key system partners and local trusted organisations, to ensure EDI is and remains an integral part of our work.

If you really want to make a difference to the lives of people in Essex, have a passion for physical activity and sport and feel you have the skills to support our mission – we would like to hear from you.

Please read on for more information and how to apply.

# ABOUT ACTIVE ESSEX

We want to increase people's participation in and enjoyment of activities that benefit their physical and mental health and wellbeing.

Active Essex is uniquely placed as the strategic lead for Physical Activity and Sport across the county and is supported by Essex County Council and Sport England. As a strategic lead we build capacity across the system, to create the conditions for our sector to thrive, in order to build active communities unique to that place.

## Our values

### We are COLLABORATIVE

We are committed to working with others. We can achieve so much more when we work together and support each other. We believe in building strong and lasting partnerships based on honesty and a shared purpose.

### We are PASSIONATE

We are passionate about transforming lives and communities through physical activity and sport. We have the energy and enthusiasm to succeed in using innovative methods whilst staying focused on the vision.

### We are INNOVATIVE

We are adventurous and forward-thinking, committed to learn from our past and each other. We value a spirit of innovation to inspire the creation of new ideas and new approaches that are shared with our partners.

### We are INCLUSIVE

We believe that everyone should have the right to benefit from physical activity and sport regardless of age, gender, sexuality, ethnic background or ability, reducing the inequalities in physical activity and sport.

## Our Outcomes

- Better connected and accessible places, designed to increase active travel and physical activity.
- Essex has a highly skilled, diverse workforce contributing to a network of connected, resilient and sustainable organisations.
- Children and young people have positive attitudes to physical activity and sport.
- The Essex system uses physical activity as a preventative approach to improve social, mental and physical wellbeing.

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**A vision to create an active Essex to improve everyone's health and wellbeing.**

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## Place Partnerships

Local Find Your Active networks in each local authority area allow us to work dynamically with partners across the Essex, Southend and Thurrock ecosystem to create an active, healthier county. Our place-based working approach allows us to understand the differences within local communities, and work with that place to ensure the physical activity offer is right for them.

For more information on Active Essex, click [here](#).

# ROLE OF THE BOARD

The board play a key role in the governance, operations and strategic direction of Active Essex. This is skills based, voluntary group, with a terms of reference.

We operate and adhere to the Sport England 'Code of Good Governance' standards and principals.

The board is not a legal entity, but instead, advisory because of where we sit within Essex County Council.

The Nolan Principal's of public life are central to our values. View our existing board and see where we publish our key documents online, [here](#).

## Board Priorities

### Developing Strategy

Board members should actively and constructively help the executive team to create the strategy.

### Overseeing Results

Ensuring the strategy is delivered through performance reports, against agreed priority aims and outcomes.

### Delegated Authority

Ensuring the board operates within the set parameters and abide by all governance regulations.

### Championing

Support the executive team through individual expertise and experience, and help promote and improve regional networks.

### Integrity

We have a code of conduct that all board members are required to sign and adhere to, and we must preserve the excellent reputation of Active Essex.



# ROLE PROFILE

Active Essex are looking for individuals who are able to operate at a senior strategic level, with experience of successful partnership working. Being passionate about sport and physical activity is important, but it isn't enough. Active Essex Board members will provide strategic leadership, advocacy and management accountability for the partnership.

Along with the Chair, you will act as 'champions' within various spheres of influence by opening doors and creating links, and hold the Director and Executive team to account for the management of the partnership. You will have the mindset to be able to challenge as well as support, be creative and divergent thinkers but also have the ability to get things done.

# PERSON SPECIFICATION

An understanding and empathy of the current sporting landscape with a passion for sport and physical activity will be needed for the successful candidate.

## Remuneration

- Volunteer

## Essential Skills

- Can command confidence and respect, and exercise influence across Greater Essex and nationally.
- Good communication and presentation skills.
- Experience of media and public speaking.
- Ability to build relationships with a wide range of partners.
- Skills in strategic leadership and negotiation.
- Skills in teamwork and diplomacy.
- Skills in managing people and resources.
- Personal integrity with commitment to maintaining high standards.
- Strategic thinker and engaging.

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### Areas of expertise:

Education  
Business  
Disability Sport  
Equality, diversity and inclusion

### Background skills required:

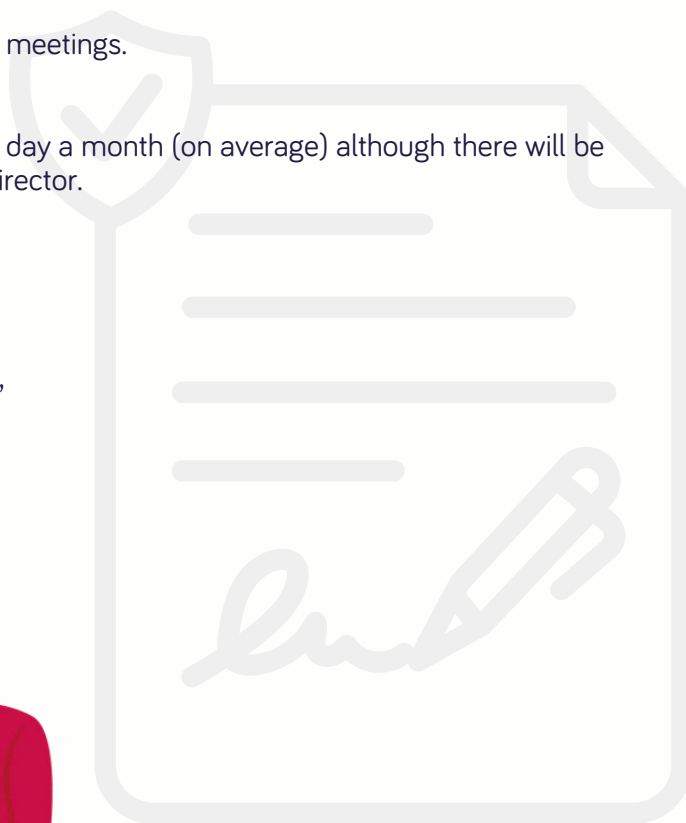
Political awareness  
Digital  
Finance  
Influence  
Collaboration  
Campaigning  
Legal  
Data, Evaluation, Impact  
Marketing  
Communications  
HR and Skills Development  
Local Government Structures

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## Terms of Office and Time Commitment

- Board members are appointed for 3 years (1 term) and can serve a maximum of 3 terms.
- Board members may be required to represent Active Essex at county, regional and national events as required.
- Board members are asked to attend quarterly board meetings.
  - 2 will be an online 2 hour meeting.
  - 2 will be face-to-face 10-3.
- The time requirement is likely to be a maximum of 1 day a month (on average) although there will be periods of greater engagement with the Chair and Director.

Active Essex are determined to ensure that no applicant or successfully appointed board member receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.



### For more information and to apply:

Read more about the role, and understand how to apply [here](#).

Date for applications to be received; Friday 10th April and interviews to commence end of April.