

NON-EXECUTIVE DIRECTOR VACANCY

People / HR

Voluntary role

An opportunity to shape how hockey is governed and delivered in Scotland.

Please send your CV and covering letter to hr@scottish-hockey.org.uk with subject highlighting 'Board Director Vacancy'. Closing date: 27th November 2026 or until the position is filled.

Scottish Hockey

NON-EXECUTIVE DIRECTOR (PEOPLE/HR)

Shape how hockey is governed and delivered in Scotland



Help shape the future of hockey as a non-executive Director

We are looking for an experienced and ambitious Non-Executive Director (People/HR) to join the Board of Directors for Scottish Hockey. The role is voluntary and supports Scottish Hockey, the Board of Directors and members of Scottish Hockey.

Scottish Hockey is proud to be a diverse and inclusive employer. While all applications are assessed on merit, we particularly welcome applications from women, who are currently underrepresented across our Board. We're also happy to discuss any adjustments you may need.

WHY SHOULD I JOIN SCOTTISH HOCKEY?



Passionate about making a difference to how hockey is governed and delivered in Scotland? This could be the role for you!

YOU'LL LEARN ABOUT

Scottish Hockey

Leadership

Governance

Strategy

LEARNING AND CONNECTIONS

Being a Non-Executive Director brings lots of learning opportunities. You may already have skills and knowledge in these areas, in which case you'll use them to good effect, leading by example and sharing your expertise.

You'll also have the opportunity to connect with an incredibly wide range of people and organisations — from our own staff, athletes and volunteers, to strategic leaders, decision-makers and participants in sport, business and politics in Scotland and beyond.

Your conversations, decisions and actions will build positive change — for hockey, sport and more widely to health and wellbeing across Scotland and beyond.

THE ROLE

Oversight. Challenge. Accountability.

Board members provide the strategic guidance for the organisation and set its board policies. The non-executive director's role is to provide a creative contribution to the board by providing independent oversight, constructive challenge, specialist advice and holding management to account.

ROLE	Non-Executive Director (People/HR)
NATURE	Voluntary
SUPPORTS	Scottish Hockey, the Board of Directors and members of Scottish Hockey
TERM	4 years, with option for a 2nd term





MAIN RESPONSIBILITIES

Governance, strategy and sustainability

The Board is responsible for ensuring Scottish Hockey adheres to good governance requirements, has clear strategic goals and delivery plan, and is financially sustainable. In practice, you will:

01 INDEPENDENT CHALLENGE

Provide independent thought and challenge on governance, strategy and finances.

02 SHARE YOUR EXPERTISE

Share your experiences, and advice on your areas of expertise.

03 BE A ROLE MODEL

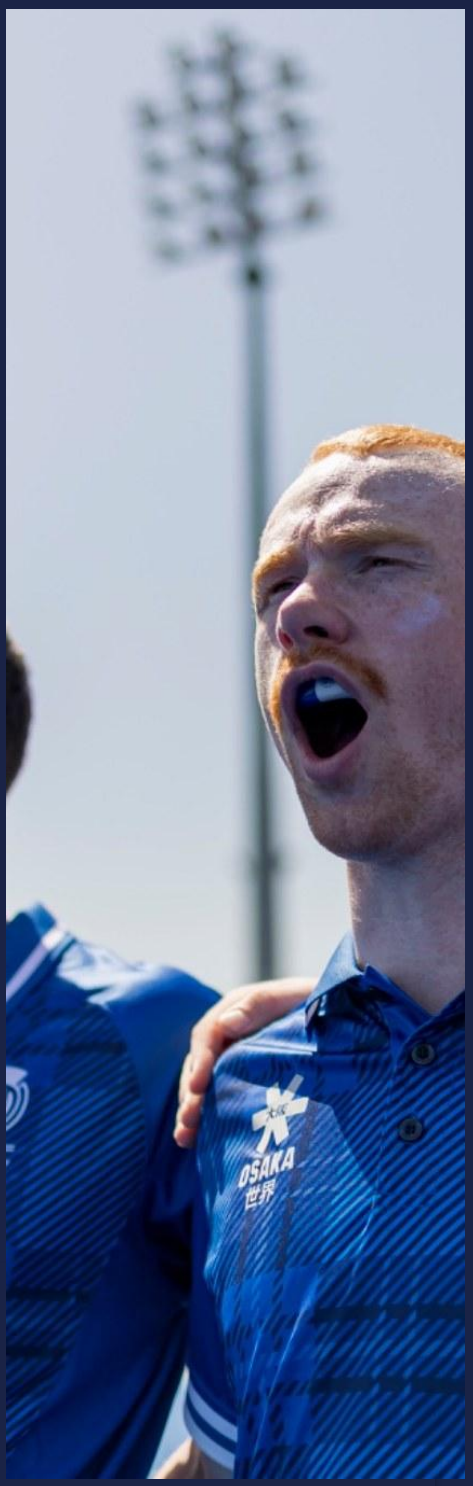
Commit to our values and act as a role model.

04 PROMOTE OUR WORK

Promote our work positively and attend occasional hockey events.

05 COMMITTEES

Contribute to or chair some of our committees / short life working groups.



TIME COMMITMENT

Your time commitment



NON-EXEC TIME COMMITMENT

Non-exec directors are required to attend the following events:

WHAT TO EXPECT

- 4 x quarterly board meetings plus our AGM
- 3-4 sub committee meetings (Nominations, Remuneration and People)
- 1-2 in-person strategy days
- Ad-hoc hockey events such as finals and internationals
- 4-year term (with option for a 2nd term)

PERSONAL QUALITIES

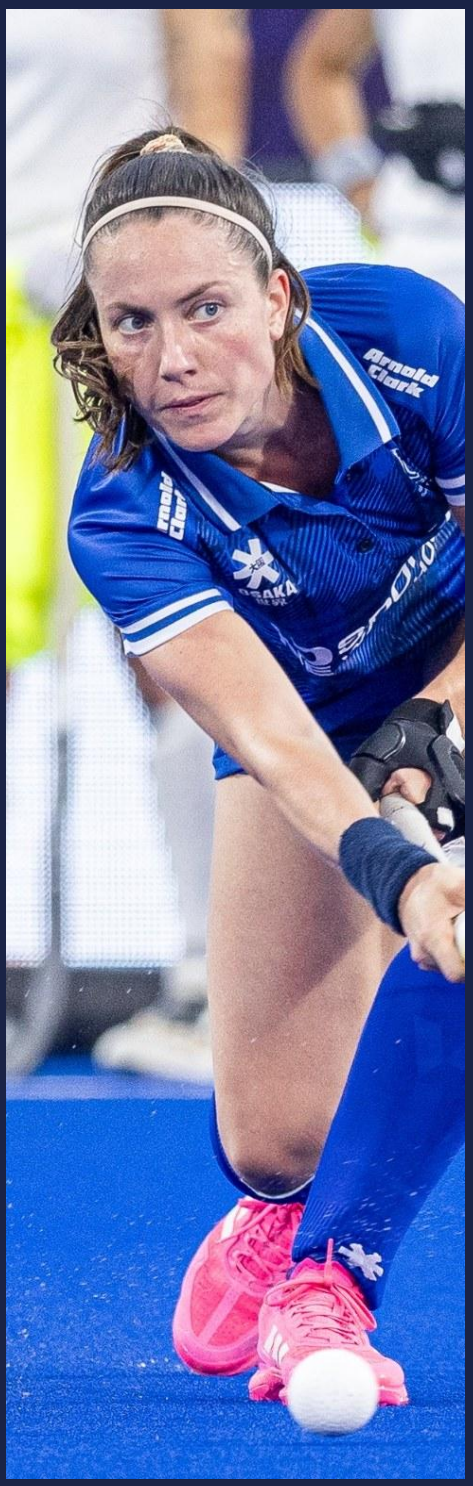
Experience in people and HR

01 Knowledge of UK employment law and practice.

02 Knowledge of disciplinary processes, collective consultations, and organisational structure and design.

03 Minimum of 10 years of Human Resource Business Partner experience.

04 Minimum 5 years' experience post Chartered Institute of Personnel and Development qualification.



EXPERIENCE AND SUPPORT

Do I need board experience?

We welcome people with and without non-executive director experience — your values, skills and experiences are most important to us. Becoming a first-time non-executive director can be a daunting experience, so we'll provide an induction and introduce you to experienced non-executive directors who will answer any questions.



WHAT SUPPORT WILL I RECEIVE?

We are committed to supporting all of our people to learn, develop and achieve their aims. For our non-executive directors, that means:

- Induction pack and meeting for a non-executive director
- Support from an experienced non-executive director (if needed)
- Visits with our people and sites to understand our work
- Opportunities to lead on non-executive director activities



JOIN OUR BOARD

Use your skills, knowledge and experience to support our work and achieve our goals.

HOW TO APPLY

Please send your CV and covering letter to hr@scottish-hockey.org.uk with subject highlighting ‘Board Director Vacancy’.

Closing date: 27th November 2026 or until the position is filled.

For a confidential discussion: Rob Moffat, Lead Manager Business Operations — rob.moffat@scottish-hockey.org.uk

Interviews will be held online on Microsoft Teams in early December. We will share our interview panel and questions in advance to give you the best opportunity to prepare.

Appointments will be made on merit; we particularly welcome applications from women, who are currently underrepresented on the board.