BRITISH WRESTLING

# Independent Non-Executive Director Finance

March 2026

## Introduction

Thank you so much for taking the time to find out about British Wrestling and the role of Independent Non-Executive Director Finance.

British Wrestling is the national governing body for the sport of wrestling across the UK, and we are driven to ignite potential on and off the mat by building a unified, thriving wrestling family across the UK.

The role of the Board is to lead the strategic direction of the Association, ensuring that we comply with necessary laws and maintain compliance with the code of sports governance. We are striving to be an inclusive and diverse organisation that understands and makes a positive impact on the communities we serve, and we encourage and welcome applications from individuals from all communities, identities, and backgrounds.

The successful candidate will not be expected to have in-depth knowledge of wrestling but will bring an understanding of the UK sport landscape and a genuine passion for sport and its wider impact. We welcome applications from individuals looking to make a meaningful contribution at Board level.

The Independent Non-Executive Director Finance will provide strategic financial oversight, supporting the Board in ensuring strong financial governance, sustainability, and effective resource management. This includes reviewing financial plans and performance, contributing to risk management processes, and providing informed advice to the Board and senior management on financial matters.

The postholder will also play a full role as a Board member, working collaboratively with the Chair and fellow Directors to ensure the organisation operates with high standards of governance, transparency, and accountability.
Joining British Wrestling will give you the chance to contribute to these aims, support a growing Olympic sport to unleash its potential and join a supportive and inclusive team united in its drive to achieve our vision.

## About British Wrestling

The British Wrestling Association is the national governing body for the sport of wrestling in the United Kingdom.

The Association represents Great Britain internationally and is a member of the world governing body, United World Wrestling (UWW), The British Olympic Association, Sport and Recreation Alliance, and the English Commonwealth Games Association.

British Wrestling was established in 1904 and was incorporated as a company limited by guarantee in 2001. It is recognised by UK Sport, Sport England, Sport Wales, Sport Northern Ireland, Sport Scotland, the British Olympic Association and the Sport and Recreation Alliance.

Wrestling is an Olympic sport in three disciplines; Women and Men's Freestyle and Greco-Roman. In addition, we are the recognised governing body for the disciplines governed by UWW including Grappling, Beach Wrestling, Amateur MMA and many others plus indigenous wrestling such as Cumberland and Westmorland wrestling and Cornish wrestling.

The British Wrestling Association is a membership organisation and has, as its voting members, the three English regions (North, Midlands and South) and the home countries of Northern Ireland, Scotland and Wales. The Home Country associations have particular responsibility for members within their own jurisdictions, though clubs and individuals pay an affiliation fee to British Wrestling which has responsibility for the UK membership database. We welcome all to become members of our Association, irrespective of age, gender, creed, ethnicity or ability.

The Association employs a small team of 8 staff led by the Chief Executive supported by a small number of casual coaches and volunteers at a national level. The team delivers the strategic aims of British Wrestling with a turnover of around £750,000 per annum.

The membership of British Wrestling is incredibly diverse, spread across the UK mainly in urban centres with over 50% coming from lower socio-economic backgrounds and over 50% hailing from ethnically diverse communities. Traditionally a male sport we are ambitious to grow female participation and have a number of initiatives in place specifically to do this.

Wrestling is one of the fastest growing national governing bodies in the UK with club and member numbers increasing year on year. Now is a time of growth and excitement in wrestling and we're looking for skilled and committed individuals to join the board to help us strive towards our vision.

# Our Strategy

In 2025 we launched our strategy "Unleashing Potential (2025–2030)" for the whole sport across the UK.

## Purpose

To ignite potential on and off the mat by building a unified, thriving wrestling family across the UK

## Vision

To be a world-leading wrestling nation, celebrated for its vibrant, inclusive community and consistent international excellence.

## Strategic Pillars

Grow - A Thriving and Growing Wrestling Community
Empower - Empowering People, Strengthening Governance for a Sustainable Future
Excel - Achieving Excellence & Inspiring Champions

## Values

At British Wrestling, our actions and decisions will be guided by these core values:

- COMMUNITY We foster a supportive, welcoming, and collaborative environment where everyone belongs, feels valued, and can thrive together.
- RESILIENCE Striving for greatness in the face of adversity, having the discipline never to give up.
- INCLUSIVITY Respecting our differences and using our combined power to enable everyone to engage and achieve.
- BRAVERY Optimistic and confident to make the tough decisions to grow, adapt and excel, having the courage to do what is right and learn from our mistakes.
- INTEGRITY Transparent, honest, and honourable in all that we do, maintaining high standards and treating everyone fairly

You can read the full strategic plan here.

# The Board

The Board of British Wrestling is ultimately responsible for the governance of the Association and for directing how it is managed and run. As Directors, we must work together to ensure that the Association operates effectively and efficiently.

The British Wrestling board consists of representatives from our Home Nations as well as independent members. It is limited to a maximum of eleven members and currently comprises of:

- An independent Chair
- Home Nation Directors for England, Scotland, Wales and Northern Ireland
- Three independent directors
- An additional director coopted by the Board

The above appointments are limited to two terms of four years, with all independent directors being appointed via open recruitment.

The Chief Executive Officer is appointed to the Board in an ex-officio capacity and is therefore not subject to term limits.

Effort is made to ensure that the Board of directors is diverse and that combined the directors have the necessary skills required to govern the Associations activities effectively. Typically, the board meets 5 times per year in a mixture of in person, hybrid and online meetings split between Manchester and London.

Current board membership is as follows:

Steven Esom – Chair
Ian Da Cunha – Senior Independent
Judith Duffin – Independent (welfare and legal)
Vacant – Independent (finance)
Mark Charig – Wales
Alex Gladkov – Scotland
Mark Connor – Northern Ireland
Vacant - England
Tom Reynolds - Additional (communications)
Craig Anthony – CEO (ex-officio)

# Role Description

**Title:** Independent Non-Executive Director Finance

**Responsible to:** Chair of the Board

**Term:** 4 years with possibility of a second term

**Time Commitment:** Approximately 1 day per month

**Remuneration:** Out of pocket expenses will be covered in line with British Wrestling's expenses policy

In addition to the general responsibilities placed on all Directors, the Home Nations Director is responsible for:

- Reviewing the company's financial plans and management reports and providing informed advice to the Board on financial matters.
- Chairing the Finance and Audit Committee and overseeing the annual audit.
- Providing advice to the Company's senior management responsible for financial matters.
- Ensuring high standards of financial probity by the Company.
- Reporting to the Members annually on the financial position and the effectiveness of the Company's financial procedures.

Responsibilities of all directors:

- Provide strategic leadership for the British Wrestling Association, ensuring that the Association has a clear vision, mission and strategic direction and is focused on achieving these.
- Scrutinise and contribute to reviews of management performance ensuring that the Association measures its progress towards its strategic objectives.
- Ensure that major risks to the Association are identified and reviewed, and that systems are in place to mitigate or minimise these risks.
- Provide accountability and compliance by taking care that the Association is complying with its legal, statutory, and regulatory responsibilities.
- Ensure that the Association meets its financial obligations and that there are adequate financial controls in place.
- Contribute to setting the BWA's values and standards and ensure that its obligations to its stakeholders and others are understood and met.
- Ensure that the necessary financial and human resources are in place for the BWA to be

able to meet its strategic objectives.

- Establish and maintain appropriate governance structures for the size and complexity of the Association, creating policies and guidelines to govern activity.
- Participate in events and activities promoting the Association, being visible to the wider membership.
- Maintain effective Board performance through preparation and contribution to deliberation, consensus-building and decision-making at Board meetings.

## Person Specification

Successful candidates will demonstrate:

- A recognised professional accounting qualification with post qualification experience
- Experience in company financial strategy and policy development
- Experience of chairing or involvement in an audit/governance committee or similar
- Commercial acumen with the ability to advise on income diversification, sponsorship, and the financial viability of new commercial ventures.
- Experience of strategic leadership at either an executive or non-executive level
- Excellent interpersonal, leadership and influencing skills, and the ability to contribute effectively to the board and committees and communicate effectively with stakeholders at all levels
- Experience and skills to influence and contribute to strategy discussions and decision-making at board level.
- A passion for sport and understanding of the power that sport can have to change lives and support social mobility.

British Wrestling Directors are expected to demonstrate all the following personal competencies and qualities and the capacity to apply these to the direction of the organisation:

- Empathy with the vision, mission and aims of British Wrestling and a way of working that demonstrates this.
- Thinking and applying knowledge strategically.
- Analysing and evaluating management information and other evidence.
- Communicating clearly and sensitively and taking an active part in discussions.
- A willingness to speak their mind, while also listening to the views of others.
- Challenging constructively and asking questions appropriately.
- Exercising sound and independent judgement.
- A proven track record of effective, independent, decision making.
- Demonstrable commitment and track record of promoting greater diversity and inclusion.
- Working effectively as part of a team to make collective strategic decisions and accepting collective responsibility for decision making.
- Managing difficult and/or challenging situations.
- Maintaining confidentiality.
- Personal credibility, with an ability to act as an ambassador for the Association with a variety of stakeholders.

# How To Apply

For an informal discussion prior to application please contact Chief Executive, Craig Anthony, canthony@britishwrestling.org.

If you wish to apply for this position, please supply the following:

1. A detailed CV setting out your career history, with responsibilities and achievements.
2. A covering letter (maximum two pages) highlighting your suitability for the role and how you meet the specification.
3. Please provide details of two professional referees together with a brief statement of the capacity and over what period of time they have known you. Referees will not be contacted without your prior consent.

To apply for this role, please send your CV and cover letter to admin@britishwrestling.org

The deadline for applications is **Monday 27th April.**

Interviews will take place week commencing 4th May, with the intention for the Nomination Committee to review and confirm a preferred candidate before the Board meeting on 27th June 2026.

British Wrestling is committed to, and values the principles of diversity, equality and inclusion. We strive to provide an inclusive and supportive working environment where all employees and volunteers feel respected and supported in fulfilling their potential. We encourage and welcome applications from individuals from all communities and backgrounds and are particularly interested to hear from those belonging to under-represented groups including diverse ethnic communities, individuals with a disability, and those from the LGBTQI+ community.