

**PADDLE<sup>UK</sup>**

# Chair

Applicant information pack

Search and selection  
campaign managed by:

**McBRIDE<sup>M</sup>  
SPORT**  
BOARD SEARCH



## A welcome from Professor John Coyne CBE Chair of Paddle UK

### Thank you for your interest in joining Paddle UK

Paddle UK is the new identity for the National Governing Body for paddlesport, introduced as recently as March 2024, building upon a century of representation for the paddling community. It has been my privilege to lead British Canoeing, now Paddle UK, as its Chair since 2016: eight fascinating, engaging and enjoyable years. During that time we have seen a transformation of the organisation as it has sought to serve better its diverse community, to select competitive athletes across our wide range of disciplines, maintain our Olympic profile and campaign on those issues that our members are passionate about.

Such is our breadth that I commonly refer to us as a NGB Plus. A term that I believe better represents both the nature of our responsibilities and the expectations placed upon us. As well as being the GB authority for competitive teams competing under the GB banner, we are the delivery body for services in England. Therefore, beyond the traditional tasks associated with a sporting national governing body we are a membership organisation for England that must serve its members, the focus of almost 1,000 clubs and centres associated or affiliated with us and the representative voice for a paddling community that extends far beyond its members.

We work collaboratively with national associations Paddle Scotland, Paddle Northern Ireland and Canoe Wales (soon to join our common 'paddle' nomenclature.) To ensure we deliver first class outcomes for members and the widest representation in our selected teams. It is a body with multiple and significant stakeholders, not least our valued funding bodies UK Sport and Sport England. It is this breadth and its consequential complexity that has been part of the challenge as a Chair but its also what gives the role such diversity and ultimately satisfaction.

The organisation is in good shape but far from being the finished article. It has great opportunities ahead but also challenges that will need to be addressed. It represents a wonderful opportunity for a new Chair to work with an engaged community, a high quality leadership team, a growing membership and an excellent board of directors to optimise its impact under its new Paddle UK identity. I have thoroughly enjoyed my time in post but now is the perfect time for a new Chair to bring their perspective, passion and support to a community that will continue to thrive."

**Professor John Coyne CBE,  
Chair of Paddle UK**

## About us

Paddle UK is the national governing body for paddlesports and recreational paddling. We are an organisation of over 85,000 members, with 40% female members. 50,000 members are interested in the growing sport of stand up paddleboarding. Our purpose is to:

---

*"Inspire people to pursue a passion for paddling; for health, enjoyment, friendship, challenge and achievement".*

---

Our remit is to develop the sport through several key functions including coaching and qualifications, international and domestic competitions, supporting clubs and commercial partners and delivering campaigns to encourage more people to paddle, promote water safety and guidance, and improve access and environment on rivers and canals.

In 2023, Our Big Paddle Cleanup saw 2,600 paddlers take part in a bid to clear their local waterways of junk and plastic pollution, while raising more public awareness of the issue.

The organisation receives funding from UK Sport and Sport England, to support its World Class Performance athletes and Talent programmes, alongside income generated from membership, coaching qualifications and commercial partnerships.

Previously named British Canoeing and the British Canoe Union, the organisation has been around since 1936 and was originally formed to send a team to the Berlin Olympic Games.

Great Britain is one of the most successful countries that competes in a range of paddlesport disciplines, including our canoe slalom and paracanoe teams who will represent Team GB and Paralympics GB at the Paris 2024 Games.

Our athletes who will be competing at the Games include; Joe Clarke MBE, Adam Burgess, Mallory Franklin and Kimberley Woods (slalom) and Emma Wiggs MBE, Jeanette Chippington OBE, Charlotte Henshaw MBE, Laura Sugar MBE, Rob Oliver, Dave Phillipson, Hope Gordon, Jack Evers and Ed Clifton (Paralympians).



## Stronger Together Strategy

Stronger Together is Paddle UK's four-year strategy to support, grow and celebrate paddling in England and the UK. It builds on the work and progress achieved over the previous five years and presents a plan to guide the work of all within Paddle UK and the paddling community, from our clubs and delivery partners, to coaches, staff and volunteers, alongside our key partners, stakeholders and sponsors.

### Our Purpose

The purpose of Paddle UK is:

- To encourage everyone to go paddling; for enjoyment, health, challenge and achievement.

### Cross Cutting Themes

We have four cross cutting themes that support our purpose and inform all the work we do. It is our approach to our work. These are:

1. Equality, Diversity, and Inclusion
2. Environment and Sustainability
3. Health, Wellbeing, and Safety
4. Partnerships

### Ambitions

We have 10 key ambitions outlined in the strategy. These are:

1. Engaging recreational paddlers and attracting new paddlers
2. Increasing membership and improving member services
3. Promoting access, places to paddle and environmental awareness
4. Supporting clubs and delivery partners
5. Developing and supporting coaches, leaders, instructors and guides
6. Developing and supporting volunteers
7. Developing talent and achieving international success
8. Providing excellent championships, competitions and events
9. Focused on governance, people, equality and sustainability
10. Improving digital services and communications

For more information click on the link below

[Stronger Together 2022-26 strategic plan](#)



## Chair of the Board of Directors

Thank you for considering this fantastic opportunity to join us as Chair to the Board of Directors of Paddle UK. We hope this pack provides you with all the information needed to help you decide whether to apply. Before you get into the detail though, here are some headlines:

### Salary

This is a voluntary role, however Paddle UK will cover reasonable travel and other expenses.

### Location

Meetings will primarily be held in person at the National Water Sports Centre in Nottingham or alternative venues as appropriate. Some meetings will be held virtually.

### Term

Four years, eligible for a second four year term.

**Paddle UK** is the UK Governing Body for the sport and recreation of canoeing, stand up paddleboarding and kayaking, with a mix of UK and England specific responsibilities. We currently employ around 100 staff with around half working within our World Class Performance Programme and England Talent Programme and the remainder within other areas of work including; Development, Coaching, Membership Services, Finance, People, Governance, Commercial, Digital & Marketing and Communications.



Lee Valley – White Water Centre

This is an exciting time to join us as we are part-way through fulfilling our ambitions laid out in our strategic plan for Paddle UK 2022–26. *Find out more about our Stronger Together 2 Strategy.*

We are based in modern offices at the National Water Sports Centre in the Holme Pierrepont Country Park, Nottingham. In addition, we also operate a High-Performance Centre at the 2012 Olympic site in Lee Valley.



Nottingham – National Water Sports Centre



## Our Values and Behaviours

Our Values and Behaviours are important to us as they help to guide our decision making in our day-to-day work. They are at the centre of everything that we do and how we treat each other. By demonstrating the behaviours that underpin our values we are all working to be the best we can be and helping to further improve our culture.

### Every Person Matters

- Making time to listen and understand others.
- Supporting people to grow and develop.
- Treating others as we ourselves wish to be treated.
- Respecting diversity and being inclusive.

### Always with Integrity

- Doing what we say we are going to do.
- Respecting our environment.
- Being open and honest.
- Being consistent and fair in our messaging.

### Individually Committed

- Working proactively and taking the initiative.
- Being punctual and ready.
- Being focused on our work.
- Having our own clear objectives and development plan.

### Striving for Excellence

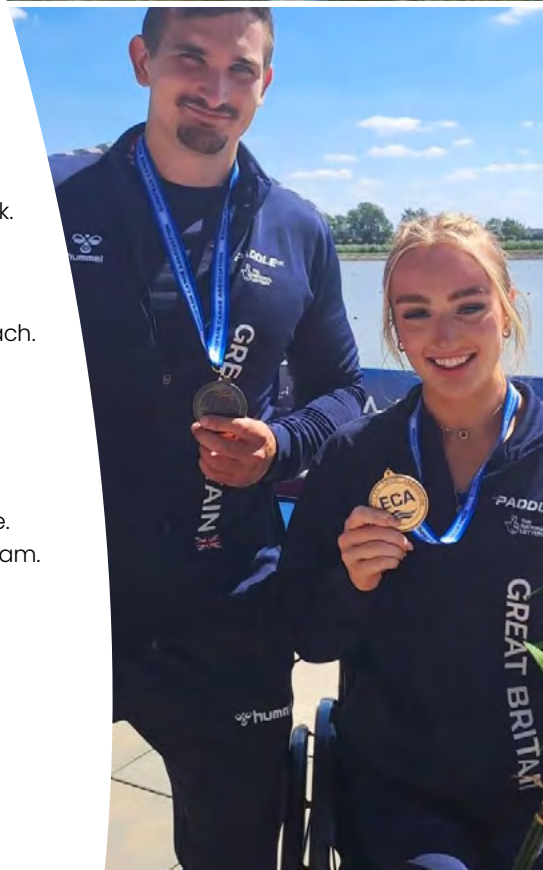
- Learning from our mistakes.
- Being open-minded and embracing new ideas.
- Seeking new ways and looking to constantly improve.
- Producing high quality, accurate work.

### Enjoying the Journey

- Celebrating success as a team.
- Taking a friendly, enthusiastic approach.
- Taking time to switch off and refresh.
- Setting realistic targets.

### Stronger Together

- Working towards a common goal.
- Sharing our knowledge and expertise.
- Sharing the load and working as a team.
- Respecting the priorities of others.



## Role of the Chair

The Chair of Paddle UK holds the vital role of leading the Board and establishing an environment that enables the Board and Paddle UK to achieve its potential and secure long-term success.

The Board is responsible for providing appropriate oversight, governance and leadership to Paddle UK in the pursuit of its objectives. The Chair will provide leadership to the Board, holding prime responsibility for ensuring it has agreed priorities, a coherent and achievable strategy, appropriate structures, processes and a productive culture.

### KEY DUTIES AND RESPONSIBILITIES

#### Skills, knowledge and experience:

- First class chairing skills capable of governing the Board of a major national governing body using sound judgement and decision-making.
- The ability to build strong and trusting relationships in a complex stakeholder environment, encouraging discussion and diversity of thought.
- Personal integrity and the ability to operate at the highest levels, commanding respect of key internal, domestic, and international stakeholders to deliver the aims of Paddle UK with diplomacy, authority and stature.
- A strong business and commercial intellect and the ability to understand the changing business models of sport, to help Paddle UK adapt to changing sports sector and paddling market dynamics, alongside a broad understanding of the structures and the operation of sport in England, ideally at both an elite and grassroots level.





## Role of the Chair (continued)

### KEY DUTIES AND RESPONSIBILITIES (continued)

In addition to those duties and responsibilities performed by all Directors, the Chair will be expected to lead on:

- Instigating & facilitating discussions on the strategic development for Paddle UK;
- Providing clarity of vision to the Board and ensuring that the Board has agreed strategic priorities;
- Holding the Chief Executive to account for the effective management and delivery of the organisation's strategic aims and objectives;
- Supporting and appraising the performance of the Chief Executive Officer and Directors;
- Facilitating effective board meetings, liaising with the Chief Executive Officer, with the drafting of agendas and supporting papers for board meetings and ensuring that the business is covered efficiently and effectively in those meetings;
- Upholding the values of the organisation by example, and to ensure that the organisation promotes equality and diversity for all its stakeholders;
- Building and maintaining close relations between Paddle UK's key funding and stakeholder groups to promote the effective operation of its activities;
- Creating a board environment with strong working relationships, where challenge and scrutiny are welcomed and all board members are encouraged to contribute their skills, experience and opinions;
- Ensuring the highest standards of corporate governance and that appropriate procedures, processes and controls are in place and followed;
- Attending and chairing committees and other ad hoc meetings of the main board, liaising with the governance lead on the planning, setting and chairing of general meetings;
- Participating in any board induction, training and evaluation identified as an individual board member and as part of the board or committee;
- Maintaining the Board's commitment to diversity and inclusion and succession planning;
- Acting between full meetings of the Board in authorising action to be taken and providing support as required;
- Representing the organisation at major events, functions, meetings and in the wider media.

### Commitment – 2-3 days a month

Preparing and attending four to five Board meetings per annum (dates agreed in advance) and induction and training days as agreed by the Board itself (these may be either weekdays or weekends). Participating and in some cases chairing further Sub-Committees where necessary and representing the organisation at ad hoc stakeholder or ambassadorial events.



## Medal Highlights 2023

### Canoe Slalom

#### World Championships

19<sup>th</sup> – 24<sup>th</sup> September | Lee Valley, England

- **Mallory Franklin**  
Women's C1
- **Joe Clarke**  
Men's K1
- **Joe Clarke**  
Men's Kayak Cross
- **Kimberley Woods**  
Women's Kayak Cross
- **Kimberley Woods**  
Women's C1
- **Mallory Franklin, Kimberley Woods, Ellis Miller**  
Women's C1 Team
- **Adam Burgess, Ryan Westley, James Kettle**  
Men's C1 Team
- **Mallory Franklin, Kimberley Woods, Phoebe Spicer**  
Women's K1 Team

#### European Games

29<sup>th</sup> June – 2<sup>nd</sup> July | Krakow, Poland

- **Ryan Westley**  
Men's C1
- **Joe Clark**  
Men's K1
- **Mallory Franklin**  
Women's C1
- **Mallory Franklin, Kimberley Woods, Sophie Ogilvie**  
Women's C1 Team
- **Adam Burgess, Ryan Westley, James Kettle**  
Men's C1 Team

#### World Cup 1

1<sup>st</sup> – 4<sup>th</sup> June | Augsburg, Germany

- **Joe Clarke**  
Men's K1
- **Joe Clarke**  
Men's Kayak Cross

#### World Cup 2

8<sup>th</sup> – 11<sup>th</sup> June | Prague, Czech Republic

- **Mallory Franklin**  
Women's K1
- **Kimberley Woods**  
Women's Kayak Cross

#### World Cup 3

15<sup>th</sup> – 18<sup>th</sup> June | Tacen, Slovenia

- **Joe Clarke**  
Men's Kayak Cross

#### World Cup 4

31<sup>st</sup> August – 3<sup>rd</sup> September | La Seu, Spain

- **Kimberley Woods**  
Women's C1
- **Kimberley Woods**  
Women's Kayak Cross
- **Joe Clarke**  
Men's Kayak Cross

#### World Cup 5

5<sup>th</sup> – 8<sup>th</sup> October | Paris, France

- **Kimberley Woods**  
Women's Kayak Cross
- **Jonny Dickson**  
Men's K1
- **Mallory Franklin**  
Women's C1

#### Jnr & U23 World Championships

15<sup>th</sup> – 20<sup>th</sup> August | Krakow, Poland

- **Sam Leaver**  
U23 Men's Kayak Cross
- **Kurts Adams Rozentals**  
U23 Men's C1
- **Jonny Dickson**  
U23 Men's Kayak Cross
- **Phoebe Spicer, Ellis Miller, Lois Leaver**  
U23 Women's C1 Team
- **Kurts Adams Rozentals, Peter Linksted, James Kettle**  
U23 Men's C1 Team

#### Jnr & U23 European Championships

20<sup>th</sup> – 23<sup>rd</sup> July | Bratislava, Slovakia

- **Sam Leaver**  
U23 Men's Kayak Cross
- **Peter Linksted**  
U23 Men's C1
- **Hannah Rhodes**  
Jnr Women's Kayak Cross
- **Kurts Adams Rozentals, Peter Linksted, James Kettle**  
U23 Men's C1 Team
- **Arina Kontchakov, Zoe Blythe-Shields, Aimee Collins**  
Jnr Women's C1 Team
- **Sam Leaver, Ben Haylett, David Paterson**  
U23 Men's K1 Team

### Paracanoe

#### World Championships

23<sup>rd</sup> – 26<sup>th</sup> August | Duisburg, Germany

- **Emma Wiggs**  
Women's VL2
- **Hope Gordon**  
Women's VL3
- **Charlotte Henshaw**  
Women's KL2
- **Laura Sugar**  
Women's KL3
- **Jonny Young**  
Men's KL3
- **Jack Eyers**  
Men's VL3
- **Emma Wiggs**  
Women's KL2

#### European Championships

26<sup>th</sup> July – 30<sup>th</sup> July | Montemor-o-Velho, Portugal

- **Lindsey Thorpe**  
Women's KL3
- **Ellen Field**  
Women's VL2

#### World Cup 1

11<sup>th</sup> – 14<sup>th</sup> May | Szeged, Hungary

- **Emma Wiggs**  
Women's VL2
- **Charlotte Henshaw**  
Women's KL2
- **Charlotte Henshaw**  
Women's VL3
- **Jonny Young**  
Men's KL3
- **Stuart Wood**  
Men's VL3
- **Hope Gordon**  
Women's VL3
- **Emma Wiggs**  
Women's KL2
- **Laura Sugar**  
Women's KL3
- **Jeanette Chippington**  
Women's VL2

#### World Cup 3

30<sup>th</sup> August – 1<sup>st</sup> September | Paris, France

- **Emma Wiggs**  
Women's VL2
- **Charlotte Henshaw**  
Women's KL2
- **Hope Gordon**  
Women's VL3
- **Laura Sugar**  
Women's KL3
- **Stuart Wood**  
Men's VL3
- **Jonny Young**  
Men's KL3
- **Charlotte Henshaw**  
Women's VL3
- **Emma Wiggs**  
Women's KL2

### Sprint

#### Jnr & U23 World Championships

5<sup>th</sup> – 9<sup>th</sup> July | Auronzo, Italy

- **Greta Roeser**  
Jnr Women's K1
- **Greta Roeser/Harry Freeland**  
Jnr Mixed K2 500m Relay
- **Kristina Armstrong**  
Jnr Women's K1 200m
- **Kristina Armstrong/Dylan O'Connor**  
Jnr Mixed K2 500m

#### Jnr & U23 European Championships

26<sup>th</sup> – 30<sup>th</sup> July | Montemor-o-Velho, Portugal

- **Kristina Armstrong**  
Jnr Women's K1

### Canoe Marathon

#### World Cup

3<sup>rd</sup> – 4<sup>th</sup> June | Ruse, Bulgaria

- **Melissa Johnson**  
Women's K1 Short Course

#### ECA Canoe Marathon European Championships

13<sup>th</sup> – 16<sup>th</sup> July | Slavovski, Brod, Croatia

- **Greta Roeser**  
Jnr Women's K1 Short Course
- **Greta Roeser**  
Jnr Women's K1 Long Course
- **Greta Roeser**  
Jnr Women's K2 Long Course
- **Sienna Payne**  
Jnr Women's K2 Long Course
- **Sienna Payne**  
Jnr Women's K1 Short Course
- **Harry Freeland**  
Jnr Men's K1 Short Course

#### Canoe Marathon World Championships

31<sup>st</sup> August – 3<sup>rd</sup> September | Vejen, Denmark

- **Greta Roeser**  
Jnr Women's K1
- **Charlie Knowlden**  
Men's KL3
- **Timothy Lodge**  
Men's KL3
- **Jonathan White**  
Men's KL2
- **Shaun Cook**  
Men's VL2

### Wildwater

#### Junior & U23 World Championships

5<sup>th</sup> – 9<sup>th</sup> July | Roundnice Nad Labem, Czechia

- **Kerry Christie**  
U23 Women's K1 Classic
- **Lucy Guest**  
U23 Women's K1 Classic
- **Kerry Christie & Emma Christie**  
U23 Women's C2 Classic
- **Emma Christie & Kerry Christie**  
U23 Women's C2 Sprint
- **Kerry Christie, Lucy Guest & Molly Sandercock**  
U23 Women's K1 Team Classic
- **Kerry Christie, Laura Milne & Lucy Guest**  
U23 Women's K1 Team Sprint

#### World Cup

30<sup>th</sup> – 31<sup>st</sup> August | Ceske Budejovice, Czechia

- **Emma Christie & Kerry Christie**  
Women's C2
- **Emma Christie & Kerry Christie**  
Women's C2

### Rafting

#### European Championships

21<sup>st</sup> – 27<sup>th</sup> August | Czechia

- **R6 Open Women**
- **R4 Open Women**
- **R6 U19 Men**
- **R6 U23 Men**

### Freestyle

#### World Championships

9<sup>th</sup> – 14<sup>th</sup> October | Columbus - Georgia, USA

- **Ottlie Robinson-Shaw**  
Women's Squirt
- **Tamsyn McConchie**  
Women's Squirt
- **Ottlie Robinson-Shaw**  
Women's Canoe Decked Surface
- **Tamsyn McConchie**  
Women's Canoe Decked Surface
- **Timmy Hill**  
Men's Kayak Surface Junior
- **Ottlie Robinson-Shaw**  
Women's Kayak Surface

### Canoe Polo

#### European Club Championships

7<sup>th</sup> – 8<sup>th</sup> October | Arcos de la Frontera, Spain

- **FOA Liverpool**  
Men's Team

### Stand Up Paddleboarding

#### World Championships

15<sup>th</sup> – 19<sup>th</sup> November | Pattaya, Thailand

- **Marie Buchanan**  
Women's 50+ Distance
- **Marie Buchanan**  
Women's 50+ Technical
- **Verity Thomas**  
Women's 40+ Technical

### Ocean Racing

#### World Championships

30<sup>th</sup> November - 3<sup>rd</sup> December | Perth, Australia

- **Jon White**  
Para Overall

## Our Purpose and vision

*"Inspire people to pursue a passion for paddling; for health, enjoyment, friendship, challenge and achievement."*



## How to apply

If you want to be considered for this position, please contact Nigel Brewster (+44 7758 112 002), [nbrewster@mcbride-sport.com](mailto:nbrewster@mcbride-sport.com) supplying the following:

- An up-to-date CV setting out your career history, with responsibilities and achievements and preferred contact details. Please include details of two referees who can speak authoritatively about you, 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.
- A supporting statement outlining your suitability for the role and the value that your expertise will add to the Board.
- A completed diversity monitoring form. (This will be provided on receipt of your CV and Supporting Statement of Suitability. Completing a diversity monitoring form is not an essential requirement for the application process).

### The closing date for applications

10am on Monday 16th September 2024.

For an informal and confidential discussion, please contact Nigel on +44 7758 112 002 or [nbrewster@mcbride-sport.com](mailto:nbrewster@mcbride-sport.com)



## Recruitment timetable

Please note that candidates will need to be available for interviews, if selected.

All candidates will be advised of outcomes at each stage of the process as soon as possible.

### Closing date for applications:

10am on Monday 16th September 2024.

## Your personal information

**Your personal information will be held in accordance with the Data Protection Act 2018. You will not receive unsolicited paper or electronic mail as a result of sending us any personal information. No personal information will be passed on to third parties for commercial purposes.**

### When we ask you for personal information, we promise we will:

- Only ask for what we need, and not collect too much or irrelevant information.
- Ensure that you know why we need it.
- Protect it and insofar as is possible, make sure nobody has access to it who shouldn't.
- Ensure that you know what choice you have about giving us information.
- Make sure we don't keep it longer than necessary.
- Use your information only for the purposes you have authorised.

### We ask that you:

- Give us accurate information.
- Tell us as soon as possible of any changes.
- Tell us as soon as possible if you notice mistakes in the information we hold about you.

If you apply for the post, the information you provide will be shared with members of the Paddle UK Nominations Committee so that your application form and CV can be assessed.



## How we will deal with your application

**We will deal with your application as quickly as possible and will advise you of the likely timetable at each stage. After the closing date for applications:**

- Candidates selected at long list will be invited for interview with McBride Sport.
- From those interviews, McBride Sport will agree a shortlist of candidates that will be recommended to the Paddle UK Nominations Committee.
- Those shortlisted who most accurately match the role criteria will be invited to interview with the Paddle UK Nominations Committee.
- Where a candidate is unable to attend an interview on the set date, an alternative date will be offered only at the discretion of the Paddle UK Nominations Committee.
- Unsuccessful candidates will be offered feedback.

## Equal opportunities & inclusivity statement

Paddle UK is committed to equality, diversity, and inclusion. We are keen to address under-representation through the sport and welcome applications from everyone, including minority and underrepresented groups. All applicants will be assessed solely on merit. Should you wish to apply in an alternative format, or wish any adjustments to be made as part of the selection process then please contact Nigel Brewster on 07758 112 002.

Paddle UK also operates a guaranteed interview scheme for disabled applicants, where they meet the minimum requirement for the position. (Please advise upon application if you wish to be considered as part of this scheme).



**PADDLE<sup>UK</sup>**

# Chair

Applicant information pack

Search and selection  
campaign managed by:

**McBRIDE<sup>M</sup>  
SPORT**

BOARD SEARCH

✉ [nbrewster@mcbride-sport.com](mailto:nbrewster@mcbride-sport.com)

🌐 [www.mcbride-sport.com](http://www.mcbride-sport.com)