

August 2025

## UKSCA Board of Directors – AGM and Election 2025 Announcement

The UKSCA has established itself as the professional body for Strength and Conditioning in the UK and beyond. As we enter a new phase of growth, we're looking for members with the experience and passion to help shape the future of the profession by joining our Board of Directors.

The introduction of the new S&C Trainer professional accreditation is raising awareness of the value and high standards of UKSCA Accredited members across a broader range of sectors. We continue to build partnerships with professional and governing bodies to promote member expertise, increase job opportunities, and strengthen our influence across research, academia, the military, schools, and small businesses.

While our roots have and will continue to be in elite sport, we recognise that there is now widespread recognition that the whole population can benefit from strength and conditioning and the UKSCA has a responsibility to share this message with clarity and integrity. Our members are increasingly working beyond traditional sport settings, and we are committed to supporting a more diverse and inclusive profession. This includes encouraging individuals from under-represented groups to join and thrive within our community.

For this year's election, we've defined specific Board roles aligned with our strategic priorities. These roles provide greater clarity and accountability, while maintaining a collaborative approach to governance. Board members will work together to set direction and ensure the UKSCA continues to meet the evolving needs of its members. If you believe your experience can support our mission and help advance the profession, we encourage you to apply.

### WHAT DO BOARD MEMBERS DO?

UKSCA Board members play a key role in shaping the direction of the Association. They meet around four times a year in person and hold regular monthly meetings online.

The Board oversees all areas of the UKSCA's work, setting strategic priorities, approving budgets, and guiding key developments. Between meetings, Board members provide input on emerging issues and make decisions on matters arising from projects, partnerships, and the work of the UKSCA office.

Board members also represent the Association externally—building relationships with member groups, professional bodies, and organisations across sport and related sectors.

### AVAILABLE POSITIONS:

This year's board elections (concluding at the AGM to be held at the East Midlands Conference Centre at 18.00 on 12 September 2025), will be in relation to the three vacant positions below, all of which carry two-year terms. The same member can be nominated for a maximum of two positions:

1. 1x Director of Communications
2. 1x Director of Professional Standards
3. 1x Director of Education and Training (post-ASCC)

The Chair and Vice-Chair of the UKSCA are chosen by the directors, at the first meeting after the election.

## STRATEGIC RESPONSIBILITIES OF THE ROLES:

DIRECTOR OF COMMUNICATIONS	
<p><b>Strategic summary:</b> Brand, messaging, and stakeholder engagement.</p> <p><b>Purpose of the role:</b> To lead the strategic direction of UKSCA communications ensuring consistency, clarity, and quality across all internal and external messaging. This includes alignment of the professional journal, brand positioning, and external engagement with key stakeholders.</p> <p><b>Strategic impact:</b> Strengthens the UKSCA's voice across multiple markets, supports member recognition, and amplifies the impact of professional advocacy.</p>	<p><b>Key responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Provide governance and strategic direction for UKSCA's communications strategy across all platforms</li> <li>• Work with the Editor to support the ongoing development and editorial leadership of the UKSCA's Professional S&amp;C Journal</li> <li>• Oversee strategic messaging, campaigns, and communications planning to enhance the visibility and reputation of the UKSCA, its members, and the wider profession</li> <li>• Act as a critical friend to the communications and content delivery team, providing insight, challenge, and support as required.</li> </ul>
DIRECTOR OF PROFESSIONAL STANDARDS	
<p><b>Strategic summary:</b> Chartered status, accreditation standards and CPD governance.</p> <p><b>Purpose of the Role:</b> To provide high-level governance of the UKSCA's professional standards framework—ensuring that pathways to and through accreditation are current, credible, and reflect the evolving nature of the S&amp;C profession.</p> <p><b>Strategic impact:</b> Ensures the UKSCA remains the benchmark-setting body for S&amp;C excellence and maintains professional trust and credibility.</p>	<p><b>Key responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Define and oversee the strategic direction of the Chartered status standard, ensuring it retains professional rigour and recognition</li> <li>• Provide governance for the re-accreditation and Continuing Professional Development (CPD) frameworks</li> <li>• Oversee periodic review and updates of the S&amp;C Trainer and S&amp;C Coach professional standards.</li> </ul>
DIRECTOR OF EDUCATION AND TRAINING (POST-ASCC)	
<p><b>Strategic summary:</b> Advanced learning &amp; career progression.</p> <p><b>Purpose of the role:</b> To lead the strategy for post-Accredited S&amp;C Coach education and training, helping to deliver a compelling, high-quality offer for Accredited S&amp;C Coach members and supporting their journey towards Chartered status and beyond.</p> <p><b>Strategic impact:</b> Drives continuous professional growth and enables members to pursue meaningful development aligned with their evolving roles and ambitions.</p>	<p><b>Key responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Oversee the development and implementation of the post-ASCC development framework, including workshops, online learning, and structured progression pathways</li> <li>• Ensure learning opportunities align with member needs, profession needs and reflect best practice in adult education and professional growth</li> <li>• Provide guidance and challenge to operational CPD design and delivery</li> <li>• Ensure the education offer supports wider organisational goals related to professional development and membership value.</li> </ul>

### THE ELECTION PROCESS:

Interested and qualified individuals are now able to nominate themselves for one or two of the vacant positions. We particularly encourage member applications from underrepresented groups throughout strength and conditioning to apply. Voting will take place by electronic ballot and the results will be announced at the AGM.

The timeframes for the election are as follows:

- o Period of nomination will run to midnight 1 September 2025
- o Details of nominees and ballot papers will be sent the next working day
- o Closing date for ballot is midnight 11 September 2025.

The nominees and referees must be current\* Accredited members and the ballot will be open to all current Accredited members (\*a paid-up member at the time of the AGM).

In the event of one member coming first in two ballots, they will automatically be elected to the role with the largest vote gap. The second-place member will then be elected to the other role.

### THE NOMINATIONS PROCESS:

Please email your nomination to [sarah@uksca.org.uk](mailto:sarah@uksca.org.uk) with '2025 Board Member election' as the subject. You will also be required to forward the following before 1 September 2025 to aid the ballot process:

- o A one-page (A4) statement of your suitability, including your view of the role and why you should be considered, including the names of two referees
- o A copy of your CV (this will not be published as part of the election process).

If you have any questions about the election process or Director roles, then please don't hesitate to contact me at [sarah@uksca.org.uk](mailto:sarah@uksca.org.uk)

Sarah Kilroy  
On behalf of the UKSCA board

## CURRENT BOARD

The current board is as follows and details of each can be found on our website

### Continuing in current term of office (until 2026 AGM):

Andy Boyd (Chair and Director of Partnerships)  
 Julie Gooderick (Director of Equality, Diversity and Inclusion)  
 Joel Brannigan (Director of Education and Training – pre-ASCC)  
 Kevin Paxton (Director of Membership)  
 Steve Barrett (Associate board member)

### End of term of office at 2025 AGM

Rob Ahmum (Director of Professional Standards)  
 Debby Sargent (Director of Market Development)

## CANDIDATE SPECIFICATION

Post:	Director, UK Strength and Conditioning Association
	Essential Requirements of the post:
Qualifications and attainments	<ul style="list-style-type: none"> <li>▫ An Accredited member of UKSCA on 12 September 2025</li> <li>▫ Should not be disqualified from holding a Directorship in a UK limited company.</li> </ul>
Work and other experience	<ul style="list-style-type: none"> <li>▫ At least 3 years' management experience within a sports-related environment</li> <li>▫ Knowledge of the UK sporting infrastructure and funding channels</li> <li>▫ Experience working as a member of a team</li> <li>▫ Experience of working strategically, to achieve corporate plan results</li> <li>▫ Knowledge or experience in project management</li> <li>▫ Experience of effective networking</li> <li>▫ Demonstrable provision of strength and conditioning support and/or experience of coaching.</li> </ul>
Skills	<ul style="list-style-type: none"> <li>▫ Ability to work effectively as a member of a diverse team</li> <li>▫ Excellent listening and negotiating skills, open-mindedness and patience</li> <li>▫ Ability to work strategically, and deliver corporate plan results</li> <li>▫ Ability to network effectively</li> <li>▫ Ability to lead small teams effectively.</li> </ul>

## JOB SPECIFICATION

Post:	Director, UK Strength and Conditioning Association
Key result areas	<ul style="list-style-type: none"> <li>▫ To establish and maintain high professional standards for UK strength &amp; conditioning practitioners</li> <li>▫ The promotion and dissemination of good practice, knowledge and research appropriate to strength &amp; conditioning practitioners</li> <li>▫ To facilitate communication among UK Strength &amp; Conditioning Association (UKSCA) members</li> <li>▫ To represent the interests of the membership of the UK Strength &amp; Conditioning Association</li> <li>▫ Through our members, ensure that world class strength and conditioning provision is available to athletes at all levels of sport in the UK</li> <li>▫ Effective financial management, governance, policies and procedures of the association.</li> </ul>

Measures/ targets	<p>Tasks will include:</p> <ul style="list-style-type: none"> <li>▫ Attendance at board meetings</li> <li>▫ Forming, chairing and/or serving on any short-life working groups in response to identified needs</li> <li>▫ The design, implementation and review of the Association's strategy and development plan</li> <li>▫ The development and implementation of further policies, strategies and plans on behalf of the Association, as defined by the director role</li> <li>▫ Annual budget development and ongoing monitoring</li> <li>▫ Management of board action plans.</li> </ul>
Budget	It is expected that members of the board of directors will demonstrate accepted, sound financial management practices.
Management and direction	Reports to the membership of the UK Strength and Conditioning Association through the Chair. Collaborates with colleagues on the UK Strength and Conditioning Association board of directors and the administration offices.
Working relationships	<p>The Chair and all board members/directors will liaise internally with other board members and the wider interested parties (membership), and externally with appropriate personnel, corporate bodies and representative organisations to further the Association and its aims.</p> <p>Internal to UKSCA:</p> <ul style="list-style-type: none"> <li>▫ UKSCA board of directors</li> <li>▫ UKSCA project team members &amp; panels</li> <li>▫ UKSCA membership</li> <li>▫ UKSCA administrative offices</li> </ul> <p>External to UKSCA:</p> <ul style="list-style-type: none"> <li>▫ Home Nation Sports Councils, UK Sport and Institutes of Sport</li> <li>▫ National Governing Bodies of Sport</li> <li>▫ Universities, FE colleges, educational awarding bodies and training providers</li> <li>▫ Appropriate professional bodies</li> <li>▫ Other international strength &amp; conditioning associations</li> <li>▫ Commercial companies and suppliers in the industry.</li> </ul>
Terms and conditions	<ul style="list-style-type: none"> <li>▫ The post of director shall be voted upon by the membership for an initial period of not more than two years</li> <li>▫ Individuals holding the position of association director may stand for election for subsequent terms of office</li> <li>▫ Members of the board of directors may not receive any remuneration for their role as a director of the Association</li> <li>▫ Members of the board of directors may receive reimbursement of reasonable travel expenses in connection with bona fide Association business</li> </ul>