Independent Non-Executive Director Recruitment

Candidate Information Pack

August 2026

Eastside People

Inspiring Everyone to Engage in Football.

Gloucestershire FA

www.gloucestershirefa.com

Welcome from our Chair

The Gloucestershire Football Association Board of Directors is the Association's ultimate decision-making body, providing strategic leadership and governance to ensure the long-term success of the organisation. The Board is responsible for overseeing the Association's business affairs, reviewing strategy, operational plans, policies, and the financial investment required to deliver our ambitions for grassroots football across a County FA that encompasses Gloucestershire, South Gloucestershire and the majority of Bristol.

At Gloucestershire FA, we believe football has the power to strengthen communities, inspire participation, and create opportunities for people of all ages and backgrounds. Every member of our dedicated staff team and every member of our Board play a vital role in developing grassroots football, ensuring that more people are given the opportunity to play, coach, referee, volunteer, and enjoy the game within their local communities.

As a Director of the Association, you will have the opportunity to make a meaningful contribution to the future of grassroots football. Your insight, professional expertise, and independent perspective will help shape our strategic direction, strengthen our governance, and support our continued organisational growth. If you have experience in commercial development, coupled with a passion for grassroots football and a desire to make a positive impact through this voluntary role, we would be delighted to hear from you.

Yours sincerely,

Errol Thompson,

Chair of the Board of Directors

Eastside People

About us

Who we are

Gloucestershire FA is the not-for-profit governing body of football within the County. We oversee all aspects of the grassroots game within the County, providing the structure and support that enables players, coaches, referees, and football volunteers to participate and enjoy the game.

Since incorporation in 1999, Gloucestershire FA has developed and supported a wide range of football pathways, offering playing opportunities in communities across the County. We have grown to employ 17 members of staff, supporting over 3,300 affiliated teams with more than 65,000 registered players and over 600 referees. We manage 27 County Cup competitions each season and our headquarters at Almondsbury, Bristol offers a FIFA compliant Stadia 3G artificial turf pitch and modern hospitality facilities.

The HQ at Oaklands Park Stadium is the home venue for seven, 11v11 teams, of which two play in the FA National League System at Step 5 and one at Tier 5 of the FA Women's Football Pyramid. We host a wide range of football activities, including our monthly Ability Counts League, Walking Football League, as well as the popular development centres for boys and girls.

Safeguarding is at the heart of what we do, and Gloucestershire FA is committed to ensuring this is embedded in our activities and within grassroots football. Directors are required to complete all mandatory FA safeguarding training and participate in at least one Club safeguarding audit visit per year.

Our commitment to equality and inclusion continues to grow as we work to deliver our recently launched Diversity & Inclusion Action Plan. We also work with a range of stakeholders to improve football facilities at all levels, providing support to access Football Foundation funding to enhance the quality of grass pitches and provide new 3G pitches in line with the relevant local authority Playing Pitch Strategy.

Organisational Context

Strategic priorities

Gloucestershire FA's 2024-2028 Business Plan sets out six strategic priorities:

1. **Improving Playing Choice and Opportunities**
2. **Deliver Equal Opportunities for Women and Girls to Play**
3. **Build More and Improve Existing Facilities**
4. **Tackle Poor Behaviour**
5. **Develop a valued network of volunteers coaches and referees**
6. **Develop and Diversify the Business**

These priorities centre on strengthening the future and growth of grassroots football across the County, while ensuring the Association remains financially sustainable and well governed. The eight-member Board of Directors is keen to develop and diversify income, make the most of its facilities and local relationships, and develop new commercial partnership opportunities. Alongside this, Gloucestershire FA is continuing to embed safeguarding, deliver its Diversity & Inclusion Action Plan, improve access to good-quality facilities, and enable people with all abilities to play, coach, referee, volunteer and simply enjoy football in their local communities.

The funding landscape

Gloucestershire FA receives funding from The Football Association that represents a significant proportion of its £495k annual turnover. FA funding is expected to remain flat for the foreseeable future, so the Association needs to enhance and diversify its income. In addition to FA grants, current income streams include referee registration, team affiliation and football discipline fees, and income generated through the hire of on-site facilities, but there is scope to develop a more strategic approach to partnerships, site-based advertising, naming rights and to develop wider commercial opportunities. The new director will help the Board think commercially about these options, offering strategic advice and challenge rather than taking on operational fundraising.

The impact you will have

We are recruiting an independent director who will utilise their commercial expertise to make a genuine community impact and influence the future of grassroots football across Gloucestershire, whilst at the same time develop their own Board experience.

The successful candidate will share insight, local understanding and possess a willingness to be actively involved in Gloucestershire FA's work.

You will join a diverse, high-performing Board and help it think strategically about income generation, partnerships and external relationships. Just as importantly, you will be an open, collaborative and constructive presence around the Board table: someone who asks good questions, has a genuine interest in grassroots football, supports staff appropriately, and helps connect governance decisions to the realities of grassroots football across Gloucestershire.

Independent non-executive director role description

Location	Oaklands Park Stadium, Almondsbury, Bristol. BS32 4AG
Time Commitment	Around 15 days per year 6 Board meetings and approx. 4 committee meetings per year.
Term	1-year initial term, potentially extendable to 3 years. A further 2x 3-year terms (max. 9 years) are possible.
Salary	This is a voluntary role. Reasonable expenses can be claimed in accordance with the Association's expenses policy.

Purpose of role

The purpose of this role is to support the future growth and sustainability of grassroots football across the County by bringing commercial insight, local understanding and constructive challenge.

Responsibilities

- Contribute to Board-level discussions on Gloucestershire FA's strategic direction, particularly in relation to income generation, partnerships and financial sustainability
- Provide commercial insight and constructive challenge to help the Board and executive team identify new opportunities for income, sponsorship and partnership development
- Act as a sounding board to staff where appropriate, offering advice, perspective and support without becoming involved in operational management
- Help Gloucestershire FA think creatively about how to use its assets, facilities, profile and local relationships to generate value
- Use relevant networks and external relationships to open doors, make introductions and strengthen Gloucestershire FA's connections with local partners, businesses and funders

- Support strong governance by asking good questions, contributing actively to Board discussions and helping the Board make informed, balanced decisions
- Act as an ambassador for Gloucestershire FA and for the role of grassroots football across the County.

Person Specification

- Experience of commercial development, business development, sponsorship, partnerships, income generation or a closely related field
- A practical understanding of how organisations develop new income streams, assess opportunities and build mutually beneficial external relationships
- Strong local or regional networks, or the credibility and confidence to build relationships with businesses, public bodies, community partners or funders
- An understanding of, or genuine interest in, grassroots football and the role it plays in local communities
- Sound judgement, with the confidence to provide constructive challenge while working collaboratively with fellow directors and staff
- An open, honest and approachable style, with the willingness to contribute actively between meetings where appropriate
- Commitment to Gloucestershire FA's purpose and to supporting an inclusive, accessible and sustainable future for football across the County

Time commitment

The overall time commitment is expected to be approximately 15 days per year. This includes preparation time, Board meetings, Board committees or working / advisory group involvement, safeguarding activity and occasional additional engagement with staff and stakeholders. Occasional attendance at a County Cup Final would also be welcomed by our volunteers.

Board meetings are held every two months, meaning six Board meetings per year. These are normally evening meetings, held in person at Gloucestershire FA's Oaklands Park Stadium, Almondsbury site. Remote attendance by Teams is possible where necessary, although in-person participation is expected.

Directors are also likely to take part in a Board committee and a working group, with around four additional meetings per year. Working group membership is flexible and will depend on individual skills, interests and the needs of the Board.

All new directors receive a structured induction including governance, safeguarding, finance, strategy and introductions to staff and stakeholders.

As part of the induction, directors are expected to complete mandatory FA safeguarding training and to participate in at least one club safeguarding audit visit each year. Beyond formal meetings, Gloucestershire FA is looking for directors who will be active, engaged, accessible and share their expertise if it can be helpful, for example by acting as a sounding board, offering advice or making useful introductions. This is not expected to involve significant travel or time commitment; most additional contact is likely to be by phone, Microsoft Teams or occasional in-person support.

Ready to apply?

Eastside People is supporting Gloucestershire FA in the recruitment of these roles. Please click here to apply by submitting your CV and a cover letter **both in Word doc format**.

Please use the cover letter (max 2 pages) as an opportunity to add to the information you have shared in your CV and ensure that you cover the following:

- Why are you interested in an independent director role at Gloucestershire FA?
- Having read the information pack, what relevant experience and skills do you feel you would bring to this role? This might come from paid work, study, community or voluntary work or other experience.

You are welcome to send your cover letter in writing, or as a video or audio clip, alongside your CV. Any video or audio submissions should be emailed to johns@eastsidepeople.org.

If you would like a call to discuss any of the roles in more detail, please email John Sanger to arrange a convenient time at johns@eastsidepeople.org. Having a call of this kind will not influence the success or otherwise of your application.

We want you to have every opportunity to demonstrate your skills, ability and potential. If you have a disability or require reasonable adjustments during the application or interview process, please contact us so we can support you appropriately.

The closing date for applications is 9am on Monday 21st September. Shortlisting interviews will take place shortly after and shortlisted candidates will have an in-person interview at Glos FA HQ (BS32 4AG) with the Chair, CEO, Senior Independent Director and Board Safeguarding Champion during the week beginning 5th October 2026.

Finally

We recognise that AI can be a helpful tool, but please use it with care and ensure your application is accurate, personal, and genuinely reflects you. We do not use AI in our sifting or selection process - a human reviews every application!

Eastside People

Eastside People
Canopi
82 Tanner Street
London
SE1 3GN

0203 821 6174
eastsidepeople.org

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