



**SAETHU CYMRU**  
**WELSH SHOOTING**

**Welsh Target Shooting Federation Ltd.**  
**Sport Wales National Centre**  
**Sophia Gardens**  
**Cardiff**  
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Company Registration: 06693905

## **Recruitment Pack**

### **Independent Director and Board Member – 2 positions available**

#### **Introduction**

Welsh Shooting is the recognised national body for target shooting sports in Wales. As a company limited by guarantee, we operate without share capital and exist to serve the interests of our member organisations:

- Welsh Airgun Association
- Welsh Rifle Association
- Welsh Smallbore Rifle Association
- Welsh Clay Target Shooting Association
- Welsh Airgun Field Target Association

We work to:

- Promote and develop the sport at all levels, with a focus on enhancing the performance of Welsh teams
- Represent our members through advocacy, lobbying, and campaigning for investment and recognition
- Act as a key liaison with Sport Wales, British Shooting, the Commonwealth Games Council for Wales, and other relevant bodies
- Encourage collaboration and shared action among our members on issues of common interest
- Support international cooperation and represent Welsh Shooting on the global stage
- Provide services, resources, and guidance that help our members grow, thrive, and operate effectively

We are committed to strengthening the democratic structure of our member organisations and ensuring that shooting sports in Wales continue to evolve with integrity, inclusivity, and excellence.

This year has seen significant change in leadership at Welsh Shooting. The Board added a Chief Operating Officer to the organisation in January; a new Chair was appointed later that month and a new management team was recruited resulting in three new members of staff from May.

As we embark on an exciting phase of strategic growth and governance reform, we are seeking two skilled and principled professionals to become independent Directors on the Board.

We are committed to building a Board that reflects the diversity of the shooting community in Wales, both today and for the future. We warmly welcome expressions of interest from individuals who are currently underrepresented on our Board. In this round of recruitment, we are particularly keen to hear from women and from those with personal or professional experience in Disability Sport. We believe that inclusive leadership strengthens our sport and ensures that a wider range of voices help shape its direction.

## **Role Summary**

### **Skills and Experience**

We are looking for Directors who have the varied skills and experience to move the organisation forward in its next four years of a new strategy. Knowledge, experience and in-depth understanding from an executive/board level of National Governing Bodies of sport and recreation, would be an advantage, as would the following if you can demonstrate:

- Creative and strategic thinking that challenges/refines conventional ways Welsh Shooting has operated.
- Using your skills to constructively challenge group thinking and potential inhibitors to change at a national level.
- Making a clear commitment to improving diversity and equality and understanding the needs of under-represented groups in shooting sports.

### **Key responsibilities (jointly with other Directors):**

- Ensuring that Welsh Shooting has a clear vision and strategic direction and is focused on achieving these.
- Being responsible for the overall performance of Welsh Shooting and for its culture and ethos.
- Ensuring that Welsh Shooting complies with all legal and regulatory requirements.
- Acting as a guardian of Welsh Shooting assets, both tangible and intangible, taking all due care over their security, deployment and proper application.
- Ensuring that the Welsh Shooting's governance and probity is of the highest possible standard.

### **Person Specification**

- Have an understanding of, and commitment to, sport and/or physical recreation.
- Someone who can continue to develop and maintain Welsh Shooting's strategic focus and direct the organisation towards its future.
- Be able to make a commitment to Welsh Shooting and devote the necessary time.

- Have strategic vision, independent judgement, an ability to think creatively and a willingness to speak your mind.
- A clear commitment to improving diversity and equality and understanding the needs of under-represented groups in sport.
- Have knowledge of good governance and commitment to highest standards.

Previous Board experience is not necessary, and we welcome applications from all ages and backgrounds.

### **Time and Commitment**

You will be expected to attend six Board meetings a year, one including the Annual meeting, which are usually held at the Welsh Shooting offices in Cardiff but are also accessible by video [normally Microsoft Teams].

There may be a requirement for your attendance at Board sub-committees, depending on other roles and responsibilities you assume.

The role is voluntary, and we will pay Directors' travel expenses and provide a full induction to the organisation's work.

### **Term of Office**

The appointment is for a 2 year-term which will start at the conclusion of the Board meeting due to be held November 2025. Three further two-year terms can be served.

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### **Your Application and the Recruitment Process**

Please find below details of the selection process, to assist you in completing and tailoring your application:

You should submit:

- An up-to-date CV which shows your full career history – we recommend that this is no longer than two pages.
- A tailored covering letter outlining your suitability for the role.

Please send your CV and letter to the Welsh Shooting Chair, by email, to Robert Shawyer [robert.shawyer@wtsf.org.uk](mailto:robert.shawyer@wtsf.org.uk)

Please also complete the anonymous equality and diversity monitoring form <https://forms.office.com/e/fU3ytsa161>

If you have any questions at all please contact Robert Shawyer.

### **Closing date**

Applications should be received by 12 noon on Monday 15<sup>th</sup> September 2025.



You will receive an acknowledgement to your email, and we suggest that if you don't receive this you should contact Robert to confirm your application has been received.

All candidates' CVs and letters will be considered by the Nominations Committee who will then hold any interviews during the week commencing 29<sup>th</sup> September 2025 at the Welsh Shooting Offices in Cardiff.