
WORLD LACROSSE POSITION DESCRIPTION

PRESIDENT

December 2024-2028

(end date after all events in 2028 or at the General Assembly,
whichever is later)

Introduction

Are you interested in leading the organization responsible for the growth of Lacrosse around the world, leading change, addressing challenges, and exploring new opportunities?

*Would you like to use and further refine your leadership skills and knowledge as part of a highly skilled and inclusive Board of Directors from diverse sectors and backgrounds?
If your answer to these questions is yes, please read on!*

We are looking for...

a President to lead the World Lacrosse (WL) Board of Directors and the WL Members' General Assembly (GA), who has the skills, knowledge, and competencies to help the organization grow into a sustainable business and to ensure the execution of its strategic plan. The successful person will be future focused, helping the organization to move forward and will challenge some existing assumptions, while reinforcing the fundamentals.

We are seeking candidates for President for an initial four (4) year term that will take the organization through to the conclusion of the LA2028 Olympic Games, helping to ensure the continued growth of lacrosse around the world and positioning WL in its new status as an Olympic sport with appropriate presence and influence in the international sporting arena, together with continued positioning for future Olympic inclusion.

Key responsibilities of the President

- Leading and assuming overall responsibility for the organization and being the formal voice of WL with the CEO.
- Engaging with sports leaders across the world, involving regular travel to international sports meetings (including, but not exclusively, ASOIF, IWGA, ARISF, Sport Accord, Summer Olympic Games and The World Games), in addition to attending all WL World Championship events in all disciplines, opening and closing the latter.
- Providing direction to and setting appropriate professional standards for the board.

- In collaboration with the CEO assuming responsibility for the development and implementation of the strategic and business plans of WL.
- Presiding over and establishing the agenda, minutes, papers and dates for all WL Board and General Assembly meetings in collaboration with the Director of Finance & Governance.
- Working with the CEO and Executive Management team, to deliver the vision of WL.
- Chairing the Remuneration Committee and ensuring the WL Board reviews the CEO performance and compensation annually, including regular external comparative sector reviews of all staff compensation.

With the following skills, knowledge, and competencies:

Essential

- Strategic perspective and critical thinker, comfortable and experienced with leading fast paced change.
- Innovative ability to think ‘outside the box’ to problem solve and to move the organization forward.
- Prior leadership experience, preferably in a sports context at board level.
- Prior extensive experience of chairing meetings.
- Ability to make objective analysis of issues presented to the Board and to demonstrate excellent analytic problem-solving skills.
- Willingness to challenge the status quo to improve the business position of WL, whilst accepting collective responsibility and ensuring delivery once decisions are reached.
- Broad understanding of both the international lacrosse landscape and the international sporting landscape.
- Experience and understanding of non-profit organizational governance and structures.
- Understanding of the respective roles of the Board of Directors and the Executive staff of WL, with the ability to help all Board Directors make appropriate transitions to ensure the Board works strategically rather than operationally, whilst supporting the Executive Management Team.
- Strong interpersonal, communication, collaboration and influencing skills, capable of fostering strong working relationships internally and externally.
- Integrity, honesty, confidentiality, and willingness to embrace and adhere to the values and cultural mindsets of WL.
- Excellent organizational, prioritization and planning skills
- Availability and willingness to undertake extensive travel on behalf of the organization.

Desirable

- Exceptional work ethic as a volunteer.
- Optimism and energy for the WL brand and strategic vision and mission.
- Intellectual curiosity and enthusiasm for learning and growing.
- Open and collaborative style of leadership.
- Diplomacy skills and confidentiality in discussion and negotiation.
- Experience of working with people from diverse cultures and commitment to inclusion and opportunity.
- Prior experience of working with sponsors and donors for the ongoing and agreed benefit of WL.
- Prior experience or demonstrable understanding of volunteer sports bodies working with a paid support staff structure.

Other relevant information

Time Commitment

Extensive, often involving zoom meetings at unsocial hours to accommodate the global community.

Up to 40 days travel annually, with more in an Olympic year. However, there is flexibility in these travel events to undertake other activities each day (e.g. to keep up with paid work activities and/or undertake responsibilities above). In exceptional circumstances the President may request delegation of some travel activities to another Board member with agreement of the CEO.

Preparation and follow up time for each Board meeting, GA and Remuneration Committee – up to a maximum of fifteen (15) meetings annually.

Regular email, calls and zoom communications with individuals/groups in between formal meetings.

Compensation

Volunteer role with approved travel and expenses reimbursed.

Selection

Elected by the WL Membership at the GA.

Term

Four years initially; consecutive board service maximum of twelve (12) years.



Overview of WL

Among the fastest-growing International Federations in sport, WL now represents over 90-member National Governing Bodies (NGBs) worldwide, reflecting the popularity and fast growth of the sport globally. During the past three years, the International Federation has significantly expanded the benefits and services offered to its members.

WL is a non-profit, tax-exempt organization under section 501(c)(3) of the United States Internal Revenue Code. Board members are subject to strict ethical guidelines and public scrutiny. Board members must follow well-established standards of conduct when carrying out board responsibilities, including:

- Ensuring that operations and resources are aligned to fulfil the mission.
- Providing responsible financial and legal stewardship when making decisions.
- Committing to serve the best interests of the organization over personal or stakeholder interests.
- Assuring the confidentiality of information distributed to and discussed by the board.

WL is committed to ensuring that all those associated with its activities do not face discrimination of any kind. Further, the organization believes that a diverse board composition and an inclusive, welcoming culture will best position the organization to achieve its strategic goals.

WL is transitioning from an entirely volunteer based operational board to a strategic governing board, supported by Executive staff who will be preparing and implementing the strategy as well as increasingly managing operational activities formerly undertaken by volunteers. Some current individual board responsibilities will transition over time to the executive staff, supported by volunteer committees below the board level. At the end of the transition, WL will be a staff managed, board governed organization.

General Information applicable to all WL Directors including the President

WL Board directors provide the Board with insight and perspective utilizing their varied skills and experience to help WL grow as a sustainable business and to develop and execute its strategic plan. Directors are future focused, helping the organization to move forward and will challenge existing assumptions. Specific duties and responsibilities will not be fixed but will vary according to the organization's needs.

Board Directors roles and responsibilities

- ❑ Provide objective, informed leadership and advice required to identify, establish, and advance strategic goals and play key roles in shaping the organizational culture.
- ❑ Establish, prioritize, and monitor goals and measurement standards, to encourage successful outcomes.
- ❑ Ensure that board discussions remain future-focused and at the strategic rather than operational level, holding each other accountable. Voice the implications of changes envisaged for both stakeholders and the organization, including balancing the vision of the future with the reality of the organization's size, scope, and mission. The focus is on the 'what' and 'why' rather than on the 'how'.
- ❑ Act as ambassadors for WL, engaging in outreach to enhance the organization.
- ❑ Contribute to ensuring sound financial health and compliance with internationally recognized good governance codes.
- ❑ Offer perspective and counsel to board and staff deliberations, ensuring that all areas of lacrosse and all stakeholders are considered.
- ❑ Challenge existing assumptions regarding the organization's future through critical thinking, analysis and decision making.
- ❑ Effectively balance the sometimes-conflicting interests of stakeholders with the strategic and business goals of WL.
- ❑ Provide advice to committees and designated staff as requested, but generally do not lead any specific functional area, valuing the necessity/desirability of delegating implementation of organizational programs, services and initiatives to staff leadership and providing opportunity for other volunteers to begin journeys in support of and towards a board role.

- Ask constructively challenging questions to understand the organization fully and to test the views of the board and the executive.
- Publicly support the Board's eventual consensus once reached and speak with one voice.
- Create and maintain positive and productive relationships with stakeholders including members, donors, and sponsors, while having confidence to invest in key priorities, whilst minimizing or eliminating programs and services no longer relevant to the organization's long-term mission, desired outcomes or stakeholder needs.
- Ensure there is open and transparent communication between the board, the executive, and the stakeholder community, as a key to success.
- Proactively assist in scrutinizing the performance of the executive, the board committees and other groups in meeting agreed goals and objectives.
- Maintain careful oversight of any risk to reputation and/or financial standing of the organization, ensuring that controls and systems are robust and defensible, by scrutinizing information provided, whilst also supporting a culture of innovation.
- Represent WL and its members at appropriate events and meetings.
- Commit their time attending and participating in Board and other meetings, and in evaluations as requested, ensuring that they are fully prepared for each meeting and undertaking effectively other duties requested as agreed.
- Perform other duties as may be assigned from time to time, including, temporarily chairing, and participating in committees, commissions, working groups, interview and business panels at the request of the board.
- Accept and adhere to the general roles and responsibilities of WL board members as provided and regularly updated.

Detailed Time Commitment for WL President and Board Members

Activity	Frequency	Duration
Board Meetings	Quarterly (3-4 virtual, 1 in person)	Virtual meetings 3 – 4 hours; In person: 2 days.
Single item board calls	As required, likely 4 - 6 annually.	1-2 hours in duration.
Individual calls with board and staff members	Regular	60 – 90 minutes duration
Attendance at Annual General Assembly	Virtual In person	Up to 2 days Up to 2 days once every 3 years (in that year the in-person board meeting will be around the same event and the GA).
WL Championship events	Up to 1 event attendance annually for most directors even if more WL events are organized. President attends all World Championships, opening and closing each event.	Up to 4 days (out of 10) for most directors if desired. President is required to attend Opening and Closing Ceremonies, so will generally be present throughout events. May have a Board or General Assembly attached to event attendance in which case Board members are expected to attend.
International Events (Mostly applies to the President)	Attendance at meetings including Sport Accord, IWGA, ASOIF, ARISF and summer IOC meetings and at Olympics and World Games editions	Up to 20 days annually for President only. Other Board Directors occasional attendance by invitation.
Committee participation	Variable and as agreed	Virtual up to 2 hours per meeting.
Other tasks	Emails, preparing for meetings, paper presentation or commenting, e-voting, communications with members. For the President, also preparation for Board agendas, GAs, and Remuneration Committees.	Up to 5 hours per week in addition to the above. For a Board member who can commit more time, a range of opportunities may be available. For the President this is likely to be 20 hours per week.