



WORLD LACROSSE POSITION DESCRIPTION FOR BOARD DIRECTOR

January 2026 – December 2029

Introduction

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

-Would you like to develop 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....

World Lacrosse is looking for two Board Directors who have the skills, knowledge, and competencies to help the organization grow into a sustainable business and to assist in the execution of its strategic plan. The successful candidates will be future focused, helping the organization to move forward and will challenge existing assumptions.

At World Lacrosse, we are committed to fostering a global lacrosse community that is inclusive, equitable, and reflective of the diverse athletes and nations we serve. This year, in line with this commitment, the Board of Directors is particularly encouraging women to apply for leadership and governance roles within our organization.

Expanding the representation of women at the highest levels of World Lacrosse is not just a goal — it's a strategic priority. We believe diverse perspectives strengthen our decision-making, reflect the full breadth of our global community, and enable us to grow lacrosse with integrity and innovation.

For the period 2026 – 2029, World Lacrosse is seeking two people to join the Board with skills including, but not limited to, commercial, finance, governance and diversity, equality and inclusion skills.

If you or someone you know would be a strong candidate, we encourage you to apply or nominate them for upcoming opportunities. Together, we can champion a stronger, more inclusive future for lacrosse.

With the skills, knowledge, and competencies...

Essential

- Strategic perspective and critical thinker, comfortable and experienced with change management.
- Proven ability to see projects through to completion.
- Ability to make objective analysis of issues presented to the Board.
- Strong interpersonal and communication skills.
- Integrity, honesty, and confidentiality.



- Willingness to challenge the status quo to improve the business position of World Lacrosse, whilst accepting collective responsibility once decisions are reached.
- Willingness to adhere to the World Lacrosse Code of Conduct.
- Living the values of World Lacrosse and demonstrating commitment to support and develop board and committee members and the management team.

Desirable

- Experience with organizational leadership, governance and structures.
- Proven leadership, project management and team building skills.
- Innovative ability to think 'outside the box'.
- Open and collaborative nature.
- Broad understanding of both the international lacrosse landscape and the international sporting landscape.
- Previous national or international board experience.
- Innovative and entrepreneurial spirit
- Flexibility
- Diplomatic in negotiation and discussion.
- Experience of working with people from diverse cultures.

Other relevant information

Language

The official language of WL is English.

Time Commitment

On average of 2-4 days per month (split over several days) including attending up to six Board meetings per year (online, plus one face to face), plus online communication as required between meetings.

Compensation

Volunteer role with approved travel and expenses reimbursed.

Selection

Elected by the Membership.

Term

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

To apply, please send your CV plus covering letter explaining how you meet the skills and criteria, and a response to the questions below to Eric Parthen, COO WL, at eparthen@worldlacrosse.sport. Deadline is Sunday, 17th August 2025.



Your response to the questions below may be included in your covering letter or on a separate document:

Board Application Questions

1. Why are you interested in serving World Lacrosse as a Board Director?
2. Of what lacrosse roles and accomplishments – at a domestic and/or international level – are you most proud?
3. Provide insight on your governance/leadership style and experience and related success.
4. Briefly summarize your understanding of the Board's role vs the staff role. How would you support the ongoing transition of operational activities being undertaken by Board to being managed and executed by staff members?
5. For what changes in World Lacrosse and/or the sport would you advocate as a board member?
6. Given that WL is a membership organization but also has multiple other stakeholders including athletes, officials, fans, media, multi-sport event organizers, funders/sponsors, etc., how can WL best meet the needs of all stakeholders?



WORLD LACROSSE DIRECTOR RECRUITMENT PACK

Overview of World Lacrosse

Among the fastest-growing international federations in sport, World Lacrosse now represents over 95 member-National Governing Bodies 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, particularly in the areas of sport development, coaching education, and officiating education.

World Lacrosse 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.

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

World Lacrosse is in the final stages of 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 managing operational activities formerly undertaken by volunteers. As a result of this move, functional posts are being removed from the Board in a phased process and at the end of the transition, World Lacrosse will be a staff managed, board governed organization.

We are now looking for two Board Directors who can provide the Board with insight and perspective utilizing their varied skills and experience in lacrosse to help World Lacrosse 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.

For the period 2026 – 2029, World Lacrosse is seeking two Board members with skills including, but not limited to, governance, finance, commercial and diversity, equality and inclusion.

World Lacrosse Director General Information Role

World Lacrosse board directors provide the Board with insight and perspective utilizing their varied skills and experience in lacrosse to help World Lacrosse 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 needs of the organization.

Key Responsibilities

- Provides objective, informed leadership and advice required to identify, establish, and advance strategic goals and plays a key role in shaping the organizational culture.
- Establishes, prioritizes, and monitors goals and interim-measurement standards and/or criteria relevant to overseeing successful implementation of strategies to achieve the goals, to define and encourage successful outcomes.
- Ensures that board discussions remain future-focused and at the strategic rather than operational level, holding each other accountable for this. Voices the implications of changes envisaged for both stakeholders and the organization, including balancing the vision of the future with the reality or the organization's size, scope, and mission. The focus is on the 'what' and 'why' rather than on the 'how'.
- Acts as an ambassador for World Lacrosse, engaging in outreach to enhance the organization.
- Contributes to ensuring sound financial health, as well as achieving and maintaining compliance with good governance codes from international federation bodies such as the IOC and WADA.
- Offers perspective and counsel to board and staff deliberations, ensuring that all areas of lacrosse and all stakeholders are considered.
- Challenges existing assumptions regarding the organization's future through critical thinking, analysis and decision making.
- Effectively balances the sometimes-conflicting interests of stakeholders with the strategic and business goals of World Lacrosse.
- Provides advice to committees and designated staff as requested, but does 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 towards the board.
- Asks constructively challenging questions to understand the organization fully and to test the views of the board and the

executive, but publicly supports the eventual consensus of the Board once it has been reached.

- Creates and maintains positive and productive relationships with stakeholders including World Lacrosse members, donors, and sponsors, whilst 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.
- Ensures there is open and transparent communication between the board, the Executive, and the stakeholder community, as a key to success.
- Pro-actively assists in scrutinizing the performance of the executive and the board committees and sub-committees in meeting agreed goals and objectives.
- Maintains careful oversight of any risk to reputation and/or financial standing of the organization ensuring that controls and systems are robust and defensible and scrutinizing information provided, whilst supporting a culture of innovation.
- Represents World Lacrosse and its members at appropriate events and meetings.
- Commits their time to attend and participate 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 and agreed.
- Performs 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.
- Accepts and adheres to the general roles and responsibilities of World Lacrosse board members as provided and regularly updated.

Detailed Time Commitment

Board Meetings	Quarterly (3 virtual, 1 in person)	Virtual meetings 3 – 4 hours. In person: 1 day.
Single item board calls	As required, likely 2 annually.	1-2 hours in duration.
Attendance at Annual General Assembly	Virtual or In-person	1 day
World Lacrosse Championship events	1 event attendance annually for most directors even if more WL events are organized.	Up to 4 days (out of 10) for most directors if desired.
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	Up to 5 hours per week in addition to above. For a Board member who is able to commit more time a range of opportunities may be available from time to time.

Compensation

Volunteer role with approved travel and expenses reimbursed.

Selection

Elected by the Membership.

Term

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