Safe Sport International

Safe Sport International Voluntary Treasurer Recruitment Pack

October 2026

Welcome

Thank you for your interest in becoming Voluntary Treasurer of Safe Sport International.

A message from our CEO



Safe Sport International is entering an important new phase. We are strengthening the organisation for the future: sharpening our strategic focus, growing our reach and income, and building the governance and operational capacity needed to deliver lasting change. Strong financial stewardship is essential to that ambition.

We are looking for a Voluntary Treasurer who brings sound financial judgement, independence of thought and a genuine commitment to our vision of everyone, everywhere safe in sport. This is an opportunity to help us make well-informed decisions, manage risk with confidence and ensure our ambitions are matched by sustainable plans, proportionate controls and clear accountability.

You will chair our Finance and Risk Committee, work closely with trustees and with me, and act as a constructive critical friend as SSI continues to develop. You will also become part of an international community of trustees, practitioners, researchers, athletes, victim-survivors and advocates who share a determination to build safer systems and cultures across sport.

If you are motivated by the opportunity to use your expertise for public benefit and help shape the future of an independent global safe sport organisation, we would be delighted to hear from you.

Neal Anderson
Chief Executive Officer
Safe Sport International

About Safe Sport International

Safe Sport International (SSI) is the independent global body dedicated to preventing violence, harassment and abuse in sport through evidence, accountability and collaboration. We unite policy leaders, practitioners, athletes, survivors, researchers and advocates to build safer systems and cultures worldwide.

Our role is to convene, connect and catalyse change: translating research and lived experience into practical solutions that improve safeguarding standards, strengthen accountability and ensure safety is a lived reality for everyone in sport.

Founded in 2014 by researchers and practitioners who helped define the field of safeguarding in sport, SSI has contributed to the evidence, frameworks and international dialogue that underpin today's safe sport movement. Our independence enables us to speak with integrity, welcome diverse perspectives and support organisations to build cultures that protect people, not reputations.

Our vision and mission

Our vision: Everyone, everywhere safe in sport.

Our mission: We bring together the global safe sport community, translating research and lived experience into practical guidance and tools that help organisations improve safeguarding practice, strengthen accountability, and shape lasting change.

Our Values

- **Collaborative**
  Working with partners to co-create safer systems for all.
- **Informed by evidence**
  Grounded in research, data and professional expertise.
- **Guided by athlete voices**
  Placing lived experience at the centre.
- **Independent**
  Free from organisational or political influence.
- **Globally connected**
  Bridging local realities with international principles.
- **Accessible and inclusive**
  Guided by needs, human rights and equity.

Safe Sport International

Our Strategic Direction

Creating safe sport requires more than policies: it demands behavioural and structural action. SSI is a system-shaping organisation, supporting readiness, recognition, reporting, response and remedy across the sport ecosystem. Our work treats safeguarding as a health, wellbeing and integrity issue, not solely a compliance obligation.

Over the past 12 months, SSI has:

- convened 460 delegates from 73 countries at the SafeSport26 conference in Cape Town;
- refreshed the International Safe Sport Principles and advanced awareness of the International Safeguards;
- delivered the 2026 Global Safeguarding in Sport Survey, examining safeguarding implementation in organisations;
- provided practical guidance, learning and consultancy for sport organisations and safeguarding practitioners;
- welcomed 688+members to Safe Sport Connect, our online professional community.

Over 2026–2028, SSI will first consolidate activity, strengthen governance and increase staffing before scaling its reach and impact. Growth will be supported by a more diversified income base, including grant funding, consultancy, partnerships, events and membership.

Our 2026–2028 strategic focus is to:

- **Provide safeguarding solutions** so that more sport organisations implement reviewed and accountable safeguarding systems.
- **Support safe sport practitioners** to be more capable, connected and confident to do complex work well.
- **Centre athlete and victim/survivor voices** to ensure safeguarding systems are shaped by the expert contributions of those most affected by harm.
- **Advance equity and inclusion** to address differential risks, contexts, and unequal access to safeguarding resources.
- **Evidence effectiveness of safeguards** in order to inform policy, accountability and investment in safe sport.

Further information about SSI's strategy and work is available on our website.

https://www.safesportinternational.com

Safe Sport International

Governance and Why We Are Recruiting

SSI is a UK-registered charity and charitable company governed by an international Board of Trustees. Trustees hold collective responsibility for the charity's strategic direction, stewardship, legal compliance and use of resources. They work with the CEO, offering support and constructive challenge while maintaining clear oversight of performance, risk and financial sustainability.

The Board is supported by trustee committees, including the Finance and Risk Committee. As SSI grows, diversifies its income and strengthens its operating model, it needs dedicated senior financial expertise to help the Board discharge its responsibilities.

The Treasurer will add independent oversight and strategic financial leadership without duplicating day-to-day financial management.

The Opportunity

SSI is seeking a Voluntary Treasurer to provide independent financial oversight, proportionate assurance and strategic financial leadership as the organisation grows. The Treasurer will chair the Finance and Risk Committee, support trustees and the CEO, advise on sustainable growth, oversee risk management and financial controls, and help ensure SSI meets its legal, regulatory and governance obligations.

Following a successful initial period, the Treasurer may be considered for appointment to the SSI Board of Trustees, subject to SSI's trustee recruitment and due diligence processes, Board approval, eligibility checks and mutual agreement.

Role summary

Role Title: Treasurer
Status: Voluntary
Location: Remote / International
Accountable to: Board of Trustees
Committee: Finance & Risk Committee

Scope:

- The Treasurer will help the Board discharge its collective responsibility for financial oversight, risk management and

long-term sustainability, while recognising that operational financial management sits with the CEO and any appointed finance support
- The role will provide proportionate, strategic assurance rather than duplicate day-to-day management

Expected Commitment:

- Approximately 4-6 hours per month, with additional time around budgeting, year-end reporting, audit or independent examination, major funding decisions and risk review points.
- Quarterly Finance & Risk Committee meetings
- Quarterly Trustee meetings (as observer during probationary period)
- Occasional consultation with the CEO between meetings

Term:

- Initial 6-month probationary appointment
- Opportunity for appointment as Trustee after 12 months
- Trustee appointments are normally for a three-year term, renewable by agreement

Key Responsibilities

Financial oversight

- Review quarterly management accounts and help the Board understand the key financial trends, risks, assumptions and decisions arising from them.
- Help monitor income, expenditure, cashflow and reserves.
- Review annual budgets, forecasts and reserves assumptions to ensure they are realistic, aligned with SSI's strategy and proportionate to the organisation's size, risks and income model.
- Provide advice on financial sustainability and growth.

Risk management

- Chair the Finance & Risk Committee.
- Oversee development and monitoring of the SSI Risk Register.
- Support identification and mitigation of strategic and operational risks.
- Advise on financial, governance and compliance risks.

- Advise the Board on reserves, going concern, financial resilience and the financial implications of significant decisions.

Governance and compliance

- Support compliance with charity law, company law, annual reporting requirements, financial reporting standards and any relevant funder requirements.
- Help ensure appropriate financial controls, segregation of duties, delegated authorities and approval thresholds are documented, understood and reviewed regularly.
- Support periodic review of SSI's finance, reserves, expenses, procurement, fraud, risk and delegated authority policies, ensuring they remain proportionate and fit for purpose.
- Support implementation of good governance practice.

Strategic development

- Provide financial insight to support strategic decision-making.
- Advise on income diversification and financial resilience.
- Advise on the financial assumptions, sustainability implications and risk considerations of major funding applications and organisational development initiatives where appropriate.

Committee leadership

- Plan and chair quarterly Finance & Risk Committee meetings.
- Work with the CEO to prepare agendas and papers.
- Present committee recommendations to the Board of Trustees.
- Support effective committee decision-making and follow-up actions.

Who We Are Looking For

Essential

Professional Expertise

- Qualified accountant (ACA, ACCA, CIMA, CIPFA or equivalent), or

- Significant senior experience in finance, audit, investment, banking or financial governance.
- Strong knowledge of UK charity accounting and reporting.

Governance Experience

- Experience serving on boards, committees or governance bodies, with an understanding of collective board responsibility, conflicts of interest and proportionate charity governance.
- Understanding of financial oversight and risk management.
- Ability to interpret financial information and communicate it clearly.

Personal Qualities

- Commitment to SSI's mission and values.
- Good judgement, integrity, independence of thought and willingness to declare and manage conflicts of interest.
- Collaborative leadership style.
- Strong analytical and strategic thinking skills.
- Ability to challenge constructively and respectfully, while supporting collective decision-making once decisions have been made.

Desirable

- Charity or non-profit finance experience.
- International development experience.
- Experience of audit committees or risk committees.
- Experience supporting organisational growth.
- Understanding of safeguarding, sport integrity or sport governance.
- Experience working across multiple countries or cultures.

We recognise that strong candidates may not have worked in safe sport before. Specialist safeguarding or sport governance experience is welcome but not essential; financial expertise, sound judgement and a willingness to understand SSI's mission and international context is most important.

What We Offer

- The opportunity to shape the future of an independent international charity.
- A meaningful role in advancing global change in safeguarding and safe sport.

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- Collaboration with a diverse international Board, leadership team and expert network.
- The chance to apply professional expertise for public benefit.
- Experience in international charity governance and the potential to progress to Trustee appointment, subject to eligibility, due diligence and Board approval.

The Treasurer will receive a structured induction covering SSI's strategy, governance, finances, risk framework and safeguarding responsibilities. Ongoing support will be available from the Chair, CEO, trustees and relevant professional advisers, together with access to appropriate governance and safeguarding learning.

Inclusion, Safeguarding and Candidate Care

SSI is committed to equality, diversity, equity, inclusion and belonging throughout our governance, committees, programmes and partnerships. We welcome applications from people of all backgrounds and regions, and particularly from those whose perspectives are under-represented in international charity and sport governance.

We recognise that a diverse Board and committee structure brings broader perspectives, stronger discussion and better decisions. We aim to make our recruitment process accessible. If you require reasonable adjustments, an alternative format or another form of support to participate, please tell us when you apply.

SSI is committed to safeguarding children, young people and adults and to person-centred, trauma-informed practice. The appointment will be subject to appropriate due diligence, including eligibility, conflict-of-interest and reference checks, and commitment to SSI's Code of Conduct, safeguarding expectations and relevant governance policies.

How to Apply

Make contact and express you interest in the role through REACH Volunteering.

Appointment Schedule

Shortlisted candidates will be invited to a panel interview with representatives of the Board and CEO. The conversation will explore motivation, relevant experience, judgement and approach to working collaboratively. Preferred candidates will then complete references, eligibility and conflict-of-interest checks before an appointment is confirmed.

Stage	Timing
Applications close	9 November 2026
Shortlisting	By 13 November 2026
Panel interviews	By 30 November 2026
Due diligence and references	By 14 December 2026
Appointment and induction	January 2027, subject to mutual availability
First Finance and Risk Committee meeting	To be confirmed on appointment