

Position and Candidate Specification



Lawn Tennis Association

Non-Executive Director, Commercial

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The LTA is the National Governing Body of Tennis and Padel in Great Britain, governing and growing the sport from grassroots participation through to the professional game. The LTA represents the interests of over 2.5 million members, playing on more than 23,000 courts. Its success in driving participation in the sport is reflected in the fact that the UK is currently the No1 country in the world for tennis participation measured by percentage of population playing actively and regularly.

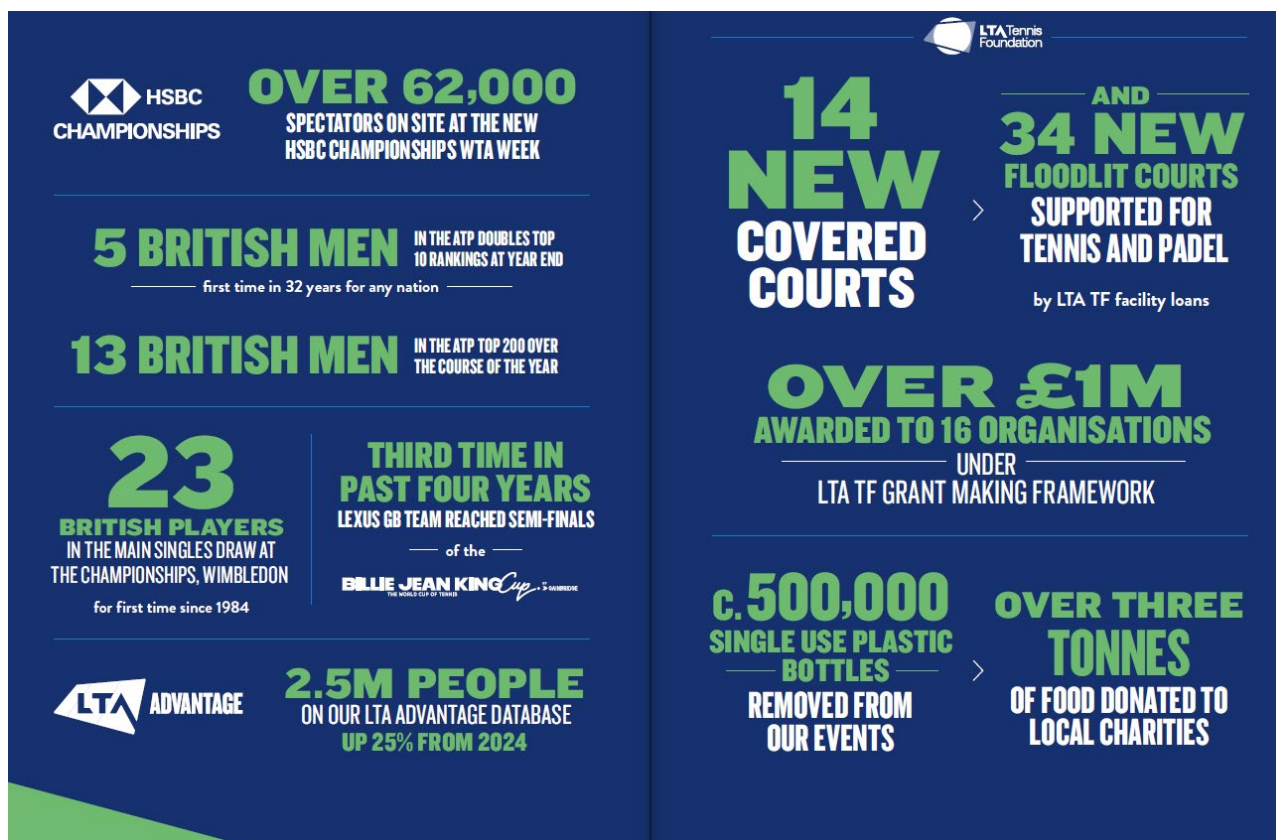
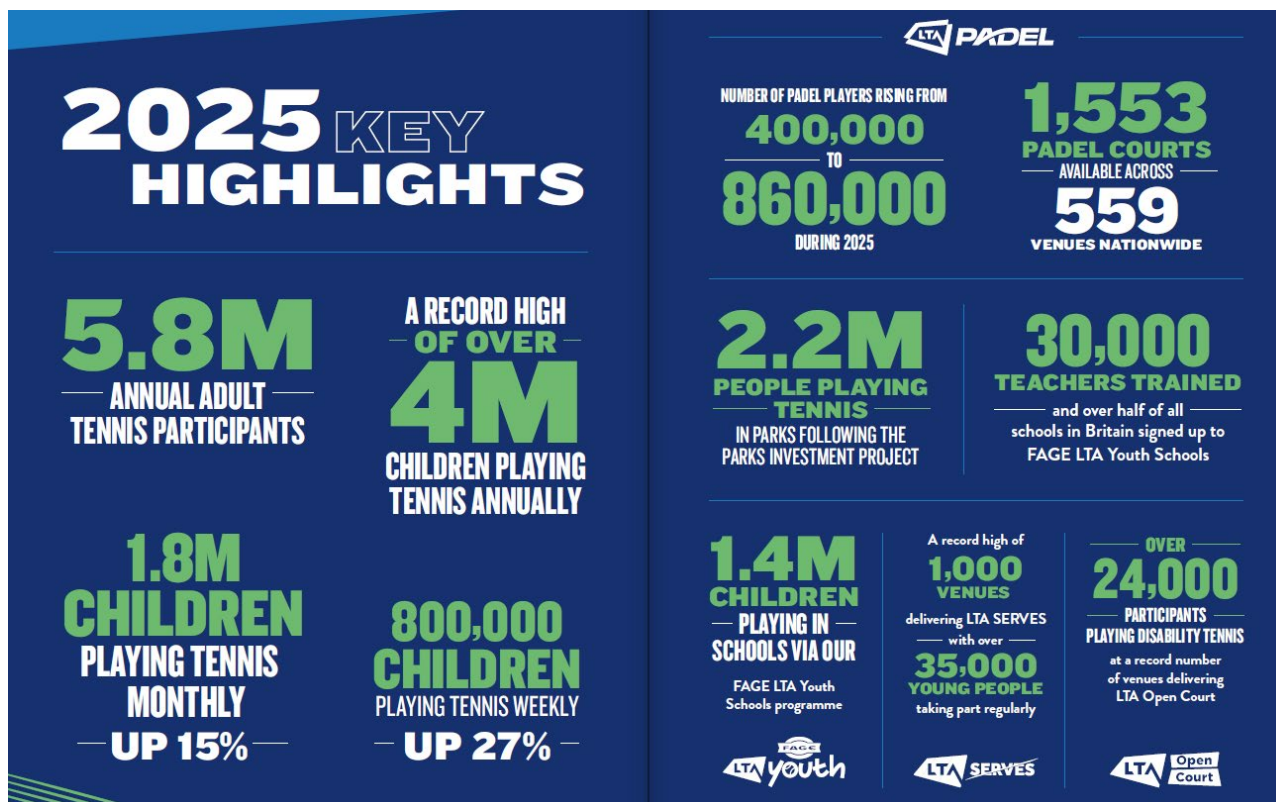
The LTA runs and supports a network of 11,500 approved tournaments for players of all ages, the main cornerstones of which are working with the AELTC to stage the Championships at Wimbledon following on from the LTA's premier grass-court tennis events at The Queen's Club, Nottingham and Eastbourne.

The key responsibilities of the LTA are:

- Performance: to support and drive the performance of British Tennis and Padel players through its UK and International pathways with the objective of increasing the number of top British players globally in all forms of the Sport
- Participation: to maintain, enhance and diversify Tennis and Padel participation through all ages of the population
- Events: to stage and support high quality events across Tennis and Padel to encourage participation and performance

The LTA's vision is to open up tennis and padel, harnessing them and working with schools, volunteers, coaches and venues across the whole country to transform communities

LTA 2025 Highlights



For further information about the LTA and tennis and padel in Britain, visit www.lta.org.uk or follow on X, Instagram, Facebook, Tik Tok, and LinkedIn.

More details about the LTA's current three year plan can be found here:
<https://www.lta.org.uk/siteassets/about-lta/file/lta-strategy-2024-2026.pdf>

The LTA reviews its plan on an agile basis and is developing the next iteration of its 3 year plan (2027-2029) involving the Board as appropriate.

THE LTA TENNIS FOUNDATION

The LTA Tennis Foundation is the LTA's official charity, sharing the same vision of Tennis Opened Up. Established in 2022 (following the merger of the Tennis Foundation and the LTA Trust), it is committed to creating more opportunities for people to access tennis, with the mission of **Improving Lives Through Tennis**. As a grant and loan-giving charity, its funding and support are dedicated to improving lives using tennis as a tool for social change and as the LTA's Charity, it is uniquely positioned to do this at scale.

VALUES

The strategy is underpinned by five values: **Inclusion, Teamwork, Integrity, Passion and Excellence**.

Through its vision 'Tennis Opened Up', **the LTA is committed to, and passionate about, increasing the diversity of both skills and experiences across the organisation**. It recognises that this will ensure better business decisions and allow it to more fully represent all communities across Britain. **The LTA encourages applications from candidates from a wide variety of communities and backgrounds.**

LTA BOARD MEMBERS

The LTA Board plays an important part in governance and leads the organisation to deliver its vision, through determining the strategy by working with the executive team and consulting with LTA Council.

The Board, chaired by William Jackson, is currently made up of eleven members, with four Independent Non-Executive Directors, four Directors appointed from the LTA Council, one Board-appointed Director, and two appointed from the Executive. Each Director plays a crucial role in helping to deliver the LTA's vision and mission across Great Britain.

William Jackson, Chair

William Jackson is the Chair of the LTA. He is the Founder of Bridgepoint, the FTSE listed company and leading private market investment group and has served on various Boards. He is currently Chair Designate at Burberry plc, the FTSE 100 luxury fashion company, and is a Non-Executive Director of IFM Investors, one of the world's largest infrastructure investors, based in Melbourne, Australia. His previous roles include Chair of Pret A Manger, President of the Board of the MotoGP World Championships, Senior Independent Director of British Land plc and the Royal Marsden NHS Foundation Trust, Europe's largest comprehensive cancer centre, and Vice President and Chair at Wellington College.

Scott Lloyd, Chief Executive

Scott joined as CEO of the LTA on 8 January 2018. Prior to joining the LTA, Scott has had a successful business career in the sports and leisure industry. As Group Chief Executive of David Lloyd Leisure, Scott led the business from 2007 through to a sale to TDR Capital in September 2013. Scott stayed with the company as CEO until July 2015 and held a Non-Executive Director role until October 2025.

Simon Steele, Finance Director

Simon joined the Board on 28 November 2016 in his capacity as Finance Director. He is a trustee of the LTA Tennis Foundation, a member of the Investment Advisory Group and is also responsible for the LTA's legal team. Simon has over 15 years' experience in the sports industry across a number of different organisations. Prior to joining the LTA, Simon was Head of Finance and Business Development at Team Sky and, prior to that, spent 15 years at Sky, leading finance teams supporting business areas including marketing, technology and Sky Sports. Simon is a member of the Institute of Chartered Accountants in England and Wales, having trained and qualified with KPMG.

Bridie Amos, Council-Nominated Board Member and Deputy President

Bridie joined the Board on 1 January 2024 as a Council-nominated Board Member and became Deputy President on 1 January 2026. She was the Council representative for Hertfordshire from 2021-25 and is a member of the LTA's Development Tennis Advisory Group. Bridie has been volunteering with Hertfordshire LTA since 2015 and is involved in initiatives to grow schools' tennis and to increase female participation in playing and coaching. A former management consultant and marketing executive she now works as a level 3 LTA accredited coach. Bridie has played county tennis since junior days and has recently represented GB in ITF seniors' tennis events.

Rachel Baillache, Senior Independent Non-Executive Director and Chair of the Audit Committee

Rachel joined the Board on 26 September 2018 and is Senior Independent Non-Executive Director. She is Chair of the Audit Committee, a member of the Board Nominations Committee and is the Board Inclusion & Diversity Champion providing oversight on the implementation of the LTA's Inclusion and Diversity strategy. Rachel was a partner at KPMG where she served as a member of the firm's global management team for eight years as the global Head of People, Performance and Culture. She was also the executive responsible for global internal and external communications. Rachel joined Access Sport as Chair in 2025, is the Chair of the UK Sports Institute, an independent non-executive director of UK Sport and the Men's Professional Rugby Board. She is an avid tennis supporter.

Yasmin Clarke, Council-Nominated Board Member

Yasmin Clarke joined the Board on 1 January 2026 as a Council-nominated Board Member, bringing extensive experience as a former professional player and British Junior National Champion. She is a Level 5 Master Performance Coach and mentor, with a strong background in performance and development. Alongside her coaching work, Yasmin works part-time with Women in Sport, a charity focused on achieving gender equality in sport by increasing visibility, opportunity, and participation for women and girls. She also mentors on programmes with the Youth Sport Trust, supporting young people to develop valuable life skills through sport.

Roy Colabawalla, Council-Nominated Board Member and President

Roy joined the Board on 1 January 2023 as a Council-nominated Board Member by virtue of his appointment as the LTA Deputy President and now holds the position of LTA President 2026-2028. He has volunteered in tennis for over 20 years in a number of roles, ranging from multiple club positions, assisting in the Cliff Richard Tennis Foundation, being involved in the Birmingham Classic WTA Tournament, multiple County committee roles and volunteering on the LTA council. Roy is a corporate partner in a regional law firm who specialises in a broad range of corporate work including mergers and acquisitions, corporate finance, private equity, joint ventures, group reorganisations and commercial transactions.

Malgorzata Grzyb, Councillor and Board-Appointed Director

Malgorzata joined the Board on 1 January 2026 as a Council-nominated Board Member by virtue of her appointment as the Chair of the Development Tennis Advisory Group. She currently serves as Chair of the Association of British Tennis Officials (ABTO), where she works with officials, volunteers and LTA representatives to strengthen governance, strategy and engagement across officiating pathways. In her role, she also represented ABTO as an LTA Councillor until December 2025, helping to connect the tennis and padel officiating community with the wider strategic priorities in the sport. Alongside her tennis involvement, Malgorzata has professional experience across multiple sports, including in non-executive roles in judo, luge and cycling, and has contributed to the delivery of major international events such as the London 2012 Olympic and Paralympic Games and the Invictus Games.

Anil Jhinghan, Independent Non-Executive Director and Chair of the Remuneration Committee

Anil joined the Board on 1 August 2021 as an Independent Non-Executive Director and a member of the Remuneration Committee. He has more than two decades of media, entertainment and sports experience and is currently Chief Development Officer, International at global media company, Warner Bros. Discovery, where he leads strategic growth and expansion opportunities across Europe, the Middle East, Africa, Asia, the Pacific and Latin America. A corporate lawyer by background, Anil has previously held leadership positions at Discovery, Sky and 21st Century Fox. Anil is passionate about tennis, having played the sport from a young age.

Sir David Tanner CBE, Independent Non-Executive Director

Sir David joined the LTA Board on 1 August 2018 as an Independent Non-Executive Director. He is a member of the Nomination Committee, the lead Director for Welfare and Safety which includes Safeguarding and Anti-Doping, a member of the LTA Performance Advisory Group (PAG) and the LTA Integrity & Clinical Governance Group. In his professional life, he was the Performance Director for British Rowing until he stepped down in February 2018 after 21 years in the role. During that time, Great Britain became the world's leading Olympic and Paralympic rowing nation, topping the medal tables at both games until Rio 2016. Before the days of Lottery funding for elite sport, Sir David was a medal-winning Olympic coach which he combined with a successful full-time career in education, latterly as Headteacher of a West London Comprehensive School, until he took up the Performance Director role in 1996. He was a Non-Executive Director on the Board of the UK Sports Institute between December 2015 and December 2023 and chairs the Boards of two secondary schools, Orleans Park Academy in Twickenham and Shiplake College in Henley-on-Thames and is an ardent tennis supporter. Sir David was appointed OBE in 2003, CBE in 2009 and received a knighthood from the Queen in 2013 for services to the London 2012 Olympic and Paralympic Games.

Julie Wych, Council-Nominated Board Member

Julie joined the Board on 1 January 2026 as a Council-nominated Board Member. She has been the Council representative for Cambridgeshire since 2023 and has been a member of the LTA's Development Tennis Advisory Group since 2024. Julie is an academic researcher with a background in environmental research, focusing on how climate and land use changes affect flooding and has a keen interest in environmental sustainability. After retraining in Medical Statistics, she now works at the Centre for Trials Research, Cardiff University. Her experience in healthcare research includes design, analysis and reporting of randomised trials and the use of routinely collected public service data to improve understanding and develop strategies to reduce inequalities in adult social care. Julie has previously held positions at King's College London and the University of Cambridge.

With three Independent Directors leaving, one at the end of June 2026 and two at the end of June 2027, the Board is now seeking a new Independent Non-Executive Director, who will contribute to the organisation's commercial strategy and continued growth.

Term

The appointment will be made for an initial three-year term, which can be renewed until a maximum of three terms.

Time commitment and meetings

Expected time commitment of 20 days per year, which includes greater levels of attendance during the grass court season events.

In addition to attending approximately 5 board meetings with ad hoc calls, should the need arise. Directors also serve as members of Board sub-committees, attend 1 Council meeting per year on rotation and support tennis tournaments and participation activities around the country each year.

Meetings are held at the National Tennis Centre in Roehampton.

Board meeting dates 2027

Wednesday 24th February

Wednesday 28th April

Thursday 15th July

Wednesday 29th September

Wednesday 1st December

Remuneration

The role is unremunerated, but reasonable expenses will be reimbursed. The Non-Executive Director will receive access to tickets and hospitality at major events including The Championships, Wimbledon.

KEY RESPONSIBILITIES

Main duties of this Non-Executive Director will include:

- Providing expert advice and contribute to the LTA's commercial strategy, particularly on sponsorship and partnerships, and digital engagement and innovation.
- Supporting the Board in commercial matters in diversifying and increasing the LTA's capital and income growth strategy.
- Suggesting ways to develop and launch new revenue generation opportunities.

As a member of the LTA Board, the role of the Non-Executive Director will be to:

- Actively contribute to the Board's leadership of the organisation, setting and upholding its vision, values, and strategy.
- Work with the Executive leadership team to determine and refine the strategy, supporting initiatives and required ways of working and consulting with the LTA Council as needed.
- Demonstrate through independence of judgement, provide support to the Executive team as they deal with the wide variety of strategic and operational issues linked to the delivery of the LTA's vision of 'Tennis Opened Up', and its mission to make tennis relevant, accessible, welcoming and enjoyable.
- Support compliance with the UK Code for Sports Governance, including monitoring robust governance structures and processes.
- Promote increased participation, inclusivity and diversity and new thinking.
- To support the organisation in building effective relationships with a broad and complex group of stakeholders.
- Contribute to the governance of tennis across Great Britain, ensuring the financial viability of the LTA, accountability for performance and effective ways of working.
- To serve as a member of Board committees from time to time.
- To role model the LTA values of Inclusion, Teamwork, Integrity, Passion and Excellence.

The Non-Executive Director will have demonstrated experience leading an organisation in the delivery of strategic objectives, and the ability to provide oversight and critical thinking to an organisation's strategy, operations and culture. They will have experience of networking, influencing and communicating effectively across a wide-ranging and complex stakeholder landscape.

They will have demonstrated the ability to deliver change and drive and encourage enhanced business performance and organisational success, inspiring others to be ambitious and see things differently.

IDEAL EXPERIENCE

Commercial strategy

- Experience developing and leading commercial strategy, including approaches to partnerships, sponsorship and rights monetisation
- Demonstrated track record identifying and developing new revenue generation/diversification opportunities for an organisation

Sector experience

- Experience in consumer-facing and IP-owning sectors
- Experience and understanding of digital transformation and innovation
- Knowledge of the UK sporting landscape and/or experience in a senior governance or advisory role within a sport or other cause, would be beneficial

Corporate governance

- Understanding of corporate governance and the role of the Non-Executive Director
- Previous experience as a Non-Executive Director would be ideal, but not essential

OTHER PERSONAL CHARACTERISTICS

The Non-Executive Director will bring excellent relationship building and diplomatic influencing skills, combined with natural gravitas. They will demonstrate independence of thought and judgement, and the ability to offer challenge in a constructive and open manner. Approachable and collegiate, they will be an effective leader and mentor, capable of forming strong relationships with Board colleagues and Executive leadership.

They will demonstrate a genuine personal interest in tennis.

The individual will show a commitment to high ethical standards and role model LTA values:

Inclusion

- Creates a culture where everyone feels welcome and safe to contribute
- Understands the power of our differences and seeks diverse views and experiences

Teamwork

- Drives collaboration across functions
- Develops strong partnerships and maximises the power of teams

Integrity

- Acts with honesty and respect
- Takes responsibility for their decisions and actions

Passion

- Inspires and energises others
- Takes pride in their work

Excellence

- Is ambitious and wants to exceed expectations
- Wants to learn more and is adaptable to change