

## Chair of the Judicial Panel

(independent)

### Background

Lawn Tennis Association Limited (“LTA”) is the governing body of tennis (including lawn tennis and padel tennis) in Great Britain, the Channel Islands and the Isle of Man. As part of its regulatory role, the LTA makes and enforces regulations to uphold standards in, the integrity of, and public confidence in both the game of tennis and those persons and organisations involved in delivering a safe and enjoyable tennis experience.

A new LTA Disciplinary Code and new LTA Code of Conduct were introduced with effect from 1 April 2022. Please note that the LTA Disciplinary Code includes (among other things) the LTA Disciplinary Regulations, LTA Safeguarding Regulations, LTA Anti-Doping Regulations and LTA Anti-Corruption Regulations.

The LTA Disciplinary Code and LTA Code of Conduct may be found here: <https://www.lta.org.uk/494b8d/siteassets/about-lta/file/lta-code-of-conduct.pdf>

These are both aligned to and support the LTA’s vision of “Tennis Opened Up” and its mission to make tennis relevant, accessible, welcoming and enjoyable.

The LTA is seeking applications for the role of independent Chair of the Judicial Panel to succeed the current chair as part of a managed succession programme.

The initial term of appointment will be three years, with the possibility of renewal.

### Role / Responsibilities

The role of the independent Chair of the Judicial Panel includes:

- To oversee the operation of LTA’s independent Judicial Panel;
- To appoint individuals with the necessary skills and experience to the Judicial Panel (and leading the recruitment process for such individuals);
- To allocate each member of the Judicial Panel to one or more of the Divisions of the Judicial Panel (the Divisions being the Disciplinary Division, Safeguarding Division and Registration Appeals Division);
- To be allocated to one or more of the Divisions of the Judicial Panel and to be eligible for appointment as a member or chair of tribunals and/or appeal tribunals in cases that require members from the Division(s) to which he/she is allocated;
- To appoint members of the Judicial Panel (including him/herself, where applicable) to sit as the tribunal or the appeal tribunal to hear a case (at first instance or on appeal, as applicable) as required under the LTA Disciplinary Code;

- To deal with (and, if applicable, respond to) applications made in terms of the LTA Disciplinary Code promptly;
- To carry out such other tasks as are required (or otherwise allocated to the Chair of the Judicial Panel) in terms of the LTA Disciplinary Code;
- To monitor the activities of the Judicial Panel with a view to maintaining clear, consistent and fair decision-making and outcomes, and the production of written decisions in accordance with the LTA Disciplinary Code;
- To arrange appropriate training and mentoring for members of the Judicial Panel (as appropriate), and to assess the performance of Judicial Panel members; and
- To be impartial as between the LTA and participants.

## Person Specification

### Experience and qualifications:

Independent of LTA  (in this context, “Independent” means, as at the date of appointment and within the previous 5 years, not (a) being or having been a member of the LTA board, the LTA council or part of LTA’s executive or leadership team, (b) being or having been an employee or officer of LTA or of any corporate member of LTA (whether a national, island or county association or other member organisation), and (c) holding or having held a professional relationship with LTA that relates to the relevant Division of the Judicial Panel to which they are to be appointed)	Essential
Qualified solicitor, barrister or advocate with no less than 15 years’ post-qualification experience	Essential
Experienced in litigation, arbitration, sporting tribunals and/or sports dispute resolution	Essential
Demonstrable judicial leadership (either in a professional or sporting environment)	Essential

### Knowledge, skills and personal attributes:

Knowledge and appreciation of tennis	Essential
Excellent leadership skills	Essential
Excellent communication skills (both written and spoken)	Essential
Effective chairing of meetings and hearings	Essential
Ability to make decisions and be objective	Essential
Impartial	Essential

Ability to work collaboratively with others	Essential
Ability to inspire respect and confidence	Essential
Ability to maintain authority when challenged	Essential
Ability to work under pressure	Essential
Ability to motivate, support and encourage the development of members of the Judicial Panel	Essential
Ability to engage positively with all members of the Judicial Panel and LTA's employees responsible for disciplinary, safeguarding, anti-doping and anti-corruption matters	Essential
Demonstrate knowledge of the LTA Disciplinary Code	Essential