London Marathon Events Ltd

Appointment of Non-Executive Director

Saxton Bampfylde

Introduction

The London Marathon Foundation ("the Foundation") is one of the UK's leading charitable funders of initiatives that help people of all ages, backgrounds and abilities to take part in physical activity.

The London Marathon Foundation is the sole shareholder of its trading company, London Marathon Events (LME). The company passes its surplus to the Foundation through corporate Gift Aid.

The Foundation and LME share a common vision: Inspiring Activity. The Foundation distributes the funds it receives from LME, alongside income from donations, investments and interest to projects that encourage and enable people across the UK to be active.

LME has grown into a multi-million-pound business and an extraordinary force for good. Its portfolio of events, together with its schools and community initiatives, aim to engage with and inspire millions of people from the broadest possible range of abilities and backgrounds.

Since 2022, LME has doubled its profitability – and thus its contribution to The Foundation.

This has been achieved by strong organic growth alongside a series of significant acquisitions, including the Brighton Marathon in 2022. During 2025 financial period, LME and its wholly owned subsidiaries, delivered 55 events in total, including 29 mass participation running events, 2 virtual running events, 1 swimming event, 22 trail running events and a Corporate Challenge event. New events in 2025 included the Bath Half Marathon and Bath Miles and following the acquisition of Caledonian Concepts, Etape Loch Ness, Baxters Loch Ness Marathon and Baxters River Ness 10K.

The marquee event in the LME portfolio is the TCS London Marathon, which in 2026 set new world record for the total number of finishers for a marathon, the world record for a single day charity fundraising event (over £90m), as well as a world record for a women only marathon, while Sabastian Sawe became the first man to run a sub two-hour marathon in official race conditions.

Across the year total of more than 137,793 people took part in LME mass participation events and 290,268 took part in virtual events during the year, which includes more than 15,000 completing the TCS Mini London Marathon and 286,073 young people participating in the TCS Mini London Marathon in schools.

LME is the acknowledged world leader in maximising revenue for charities through iconic mass participation sports events. Since the London Marathon was founded in 1981, the event has raised more than £1.4 billion for a huge variety of charities.

In addition to this charity fundraising platform, LME continued to fund a range of Corporate Social Responsibility initiatives, including expanding programmes for children and young people. In 2025, LME expanded its partnership with The Daily Mile, taking on England-wide coordination supported by three new roles funded by the London Marathon Foundation.

A new partnership with the NBA – Jr. NBA 3v3 – enabled nearly 10,000 young people to take part in 3v3 basketball, culminating in a showcase finals tournament in Trafalgar Square for secondary school students from across London.

LME also continues to support British Athletics' endurance running training programmes. In addition to these initiatives, three floors of London Marathon Group's head office building continue to be let at a reduced rate to sports organisations to create a House of Sport, intended to enhance networking and collaboration in the voluntary sport sector.

In April 2026, LME announced the acquisition of Motion Events, the organiser of the Mainova Frankfurt Marathon as the first step in an international growth strategy and 2027 is set to break more records with the recently announced Double Marathon.

"This is a hugely exciting time for LME."

London Marathon Events

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LME has grown into a multi-million-pound business and an extraordinary force for good. Its portfolio of events, together with its schools and community initiatives, aims to engage with and inspire millions of people from the broadest possible range of abilities and backgrounds, all in pursuit of its vision: Inspiring Activity.

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LME is the trading company of the London Marathon Foundation ("the Foundation"), its sole shareholder, and passes its surplus to the Foundation through corporate Gift Aid. By doubling its profitability since 2022, LME has doubled its contribution to the Foundation, which distributes these funds – alongside income from donations, investments and interest – to projects that encourage and enable people of all ages, backgrounds and abilities across the UK to be active, making the Foundation one of the UK's leading charitable funders of physical activity.

The Role

This is an opportunity to join the Board of London Marathon Events (LME), a world-renowned organisation responsible for delivering the London Marathon, the most popular marathon globally and the largest one-day annual fundraising event in the world.

LME is now seeking to appoint two Non-Executive Directors to join the Board.

The Board is collectively responsible for the effective governance of LME and for delivering its agreed objectives. It reports via the Chair to the LMF Board on performance against strategic plans. Day-to-day management is led by the LME CEO.

Both LMF and LME are committed to high standards of governance, and all Board members are expected to support strong governance, sound decision-making and compliance with legal and regulatory requirements.

LME Non-Executive Directors are collectively responsible for:

Governance

- Ensuring effective governance of LME Ltd.
- Working with the Chair and Board colleagues to ensure compliance with all legal and regulatory requirements.
- Overseeing the financial health of the company and ensuring a surplus is delivered to LMF, with appropriate systems for financial accountability.
- Maintaining constructive relationships with LMF Trustees.
- Reviewing major risks and opportunities regularly and ensuring appropriate systems are in place to manage and mitigate risk.
- Contributing to decision-making in line with good governance practice.
- Protecting and strengthening the reputation of the London Marathon brand.
- Supporting a Board culture that is collaborative, inclusive and effective.
- Declaring any potential conflicts of interest or loyalty.
- Promoting equality, diversity and inclusion in all aspects of the Board's work.

Strategy

- Supporting the LME Board's role in setting and delivering its strategic objectives.
- Agreeing ambitious targets and supporting the Executive team to achieve them.
- Engaging with key internal and external stakeholders as required.

Board Effectiveness

- Maintaining a clear boundary between governance and management.
- Providing constructive challenge, objective insight and creative input.
- Supporting a learning culture where the Board and leadership team regularly review performance and seek continuous improvement.

Person specification

Skills

Governance, Risk and Assurance

- Deep experience of Board-level risk governance
- Audit and assurance expertise
- Experience of operating in complex risk environments

Scaling and Growth Leadership

- Leadership or Board experience in organisations undergoing rapid growth or transformation
- Exposure to evolving business models and operational scaling challenges

In addition to the above, the following capabilities would enhance any candidate's application. They are advantageous but not essential:

- International perspective, specifically within either EMEA and / or USA, or experience growing and operating across multiple international jurisdictions
- Experience of major partnerships or ecosystem development
- Strong people and culture oversight, including executive succession
- Skills and experience relevant to future leadership roles on the Board
- Experience working with government, regulators or local authorities
- Experience of using media and content platforms, including platforms such as YouTube and other digital channels, as a means of distribution, audience growth, engagement and commercial development.

Personal Qualities

- Commitment to inspiring activity and to LME's values and objectives.
- Strong interpersonal skills, with the ability to build relationships and energise others.
- Ability to listen to different perspectives and weigh evidence objectively.
- Diplomacy and tact.
- Ability to contribute to a cohesive and effective Board.
- A clear and determined commitment to equality, diversity and inclusion.

Desirable Experience and Knowledge

- Previous experience as a Non-Executive Director.
- Understanding of corporate governance and regulatory requirements.
- Commercial acumen, with experience of growing organisations or improving financial performance.
- Strategic leadership experience, including shaping and delivering change.
- Experience working across commercial, public and charity sectors.
- Experience of external engagement and influencing at senior levels.
- Experience developing values-led organisations.
- Knowledge of equality, diversity and inclusion approaches and a demonstrable commitment to this agenda.

Candidates must have sufficient control of their schedule to enable them to attend in-person Board meetings.

Terms of Appointment

- All NEDs are expected to serve on at least one sub-committee.
- Time commitment: Attendance at six board meetings (3 hours) per year, one joint board meeting (3 hours) and five sub-committee meetings (2 hours per meeting) plus preparation time ahead of each meeting.
- Board meetings are usually held at LME's offices on Great Dover Street, close to London Bridge and Borough stations. Attendance in person is expected. Subcommittee attendance is virtual.
- Attendance at some LME events is expected.
- Appointments are for an initial three-year term, and eligible for two further three-year terms, subject to performance and Board requirements.
- Remuneration: £5,350 per annum.

Appendix – LME VMOSA

The future of the London Marathon Group

The Group VMOSA (Vision, Mission, Objectives, Strategies and Actions) covers the period to 2030, when the Group will celebrate the 50th London Marathon.

Overall, the ambition is to double the 2025 LME profit and quadruple Group impact by 2030, resulting in the Foundation receiving £30 million in annual sustainable income in 2030.

The main themes for the Group's work are:

Sustainability: People, Planet, Profit

Objective: to optimise the impact of LMG and its partners creating sustainable social outcomes through the lens of people, planet and profit

People

- Achieve an NPS Score of 60 in all customer groups (employees, participants, charities, sponsors, volunteers, casual/contractor staff and House of Sport tenants) by end of 2028 and 70 or higher by 2030
- By 2030, at least double the diversity within under-represented groups across our employee population from the 2026 baseline
- Have a highly-engaged, skilled, diverse volunteer community of at least 15,000 people who feel proud to be part of the LME volunteer programme (as measured by eNPS) by 2028

Planet

- LME to be carbon net zero across scopes one, two and three by 2030
- LMF to meet 100% of the six commitments on the six pillars of the Funder Commitment on Climate Change (FCCC) by 2030

Profit

- LME to be generate £30 million annual sustainable* income for The Foundation and to deliver £5 million of social impact in the 2030 financial year

Children and Young People (aged 2 to 18)

Objective: to inspire and champion physical activity for all, from early years to leaving school

Engage at least four million young people a year in physical activity in an education setting, directly or through supported or funded interventions/ partnerships, with a particular focus on areas of social deprivation, by 2030

Adults

Objective: to inspire and champion physical activity for adults

Inspire two million adults a year to become regularly active through funding, partnerships, direct support or events, targeting those who were previously not active, by 2030.

Events

Objective: to stage and support a portfolio of inspiring, sustainable events for everyone that drives profit and/or positive social impact

- By 2029, expand the Big Half to two or more cities and make it the most diverse half marathon series in the UK
- By 2032, organise the world's largest half marathon with more than 50,000 finishers that truly represents London's ethnic diversity.
- Organise, support or fund five events (totalling more than 20,000 participants) that are led by and/or delivered for those in underserved communities by 2030
- Organise the world's largest company-centric walking/running event by 2030 (current record is 230,000 participants over five cities and five days)

Vision, values and aims

The London Marathon Group's vision, mission and values underpin all its work. The values were developed with the staff and are integral to recruitment, planning, decision-making, day-to-day operations and every aspect of the events.

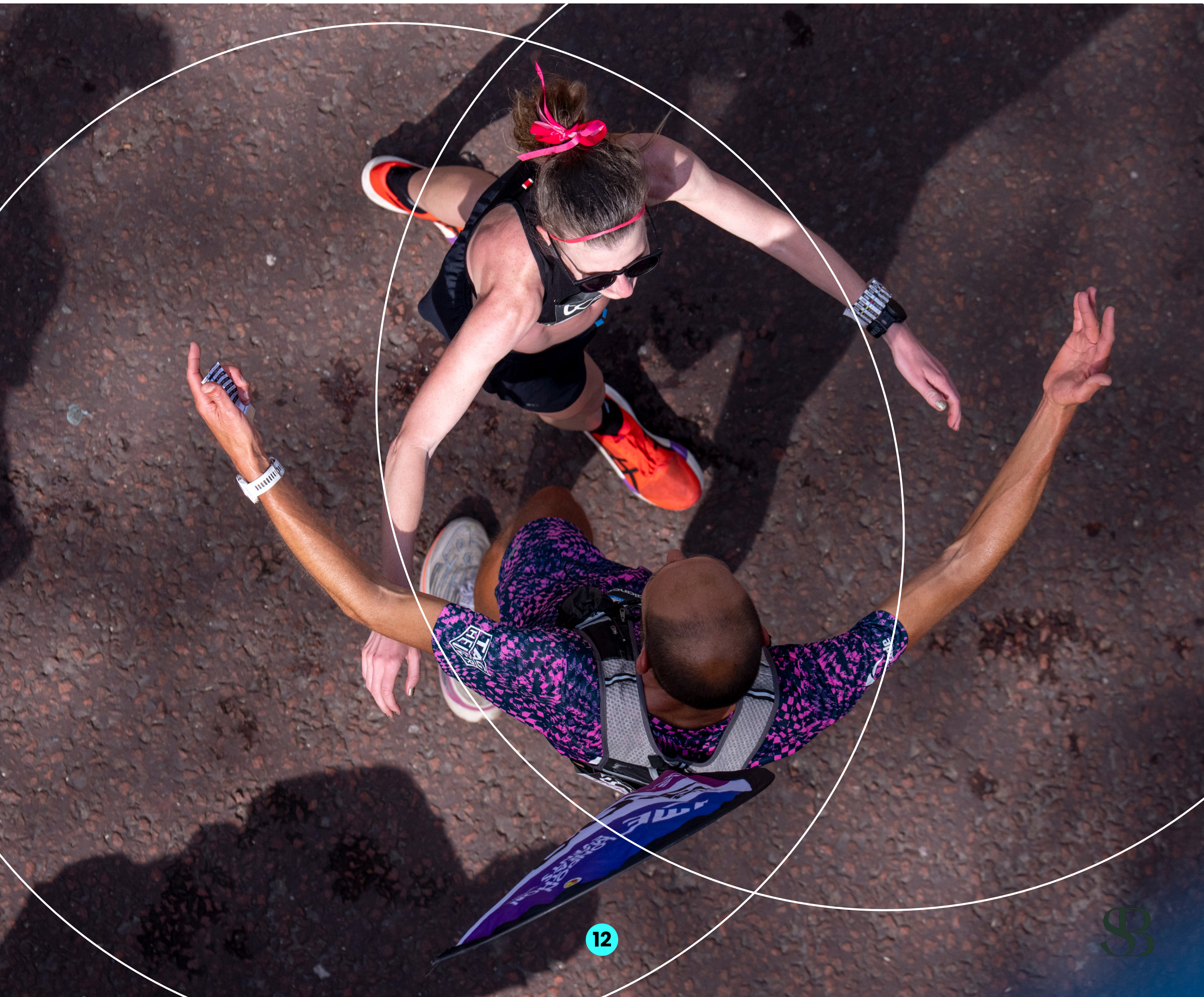
Vision: Inspiring Activity

Mission: To inspire, increase and champion participation and diversity in physical activity

Values:

- Curiosity: we open our minds to new ideas, perspectives and ways of working
- Caring: we value each other, our customers and the positive impact we make
- Exceptional: we strive to be the best and to redefine the art of the possible
- Fun: we create joy, happiness, and memories that last a lifetime.

As part of its mission to inspire activity, LME also provides a combination of financial support or expertise to small community-based organisations to stage events. In 2025 these included Black to the Trails, The Black Unity Bike Ride, Tom's Run Club Sports Day and Transcend.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to London Marathon Events on these appointments.

Candidates should apply for this role through our website at **roles.saxbam.com** using code **ABFCB**. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is **noon on Wednesday 5 August 2026.**

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice
According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

- **Read our guide to writing cover letters**