

# Job Description

**Job Title:** Sport Development Director

**Department:** Sport Development

**Reporting To:** Chief Executive Officer

**Location:** SportPark, Loughborough, LE11 3QF

## Scope and Accountabilities

(The degree of leadership / managerial / budgetary or people responsibility and/or key focus of the role - what it is expected to deliver)

As a member of the Swim England Senior Leadership Team the Sport Development Director is responsible for the overall development, planning, co-ordinating, leadership and delivery of an integrated approach to Clubs, Talent and Sport Development - including diving, water polo, swimming and synchronised swimming throughout England.

## Working Relationships

(The breadth of collaborative working and influence over internal / external stakeholders)

Proactively build, strengthen and maintain constructive and collaborative working relationships with all internal Swim England teams and externally in particular with peer groups and others at:

- British Swimming
- Regional teams and Club Development Officers
- Swim Group
- Sport England
- Swimming Clubs
- Coaches
- Volunteers
- Officials

## Influence

(The extent to which the role demands strategic thinking to influence colleagues and stakeholders in support of the organisation's aims.)

- Win hearts and minds and form effective coalitions amongst diverse and multiple partners and stakeholders - including sports organisations, government departments, corporate partners, clubs and volunteers.
- Help ensure that our clubs and key stakeholders continuously improve quality, governance and sustainability.
- Nurture the clubs and talent network to support continuous growth and inclusion.
- Use an Insight-based approach to ensure appropriate training is developed, co-ordinated and delivered that focuses on teachers, coaches, clubs, volunteers and officials.

## Managerial / Professional Expertise

(The degree of technical knowledge and experience which is needed)

- An inclusive and inspirational approach to quality, continuous improvement, teamwork and performance management.
- A thorough understanding of effective and inclusive talent development pathways.
- An extensive technical background in sport development from grassroots to high performance sport.

## Deliverables:

(The actual tasks and KPIs against which performance is measured and appraised)

- Cost-effectively create and deliver a world-leading talent system for all our aquatic disciplines;
- Cost-effectively ensure a well-defined and consistently delivered athlete-centred pathway from Learn to Swim through to elite performance delivered through Clubs, Counties and Regions;
- Cost-effectively ensure that there are continuously innovative and progressive development programmes for coaches, technical officials and support teams which are well-defined and consistently delivered to ensure the inclusive provision of the highest-calibre people throughout each of our aquatic disciplines.
- Effective and inspirational leadership of an integrated Sport Development Department;
- Strategic Plan development and the cost-effective delivery of integrated Implementation Plans for the Sport Development Department according to agreed targets and key performance indicators;
- Effective budget planning, implementation and monitoring;
- Carry out any other duties as are within the scope, spirit and purpose of the job as required.
- Proactively comply with and promote all organisation policies, in particular those relating to Inclusion, People Development and Health & Safety.

## Person Specification

<b>Skills:</b>	<b>Essential</b>	<b>Desirable</b>
Proactive and inspirational leadership style with a proven ability to mobilise and integrate diverse teams.	E	
Proven ability to positively and progressively influence key stakeholders at all levels.	E	
Excellent written and verbal communication and presentation skills.	E	
Strong budget management skills.	E	
<b>Knowledge:</b>		
An extensive technical background in sport development from grassroots to high performance sport.	E	
A thorough understanding of effective talent development pathways.	E	
<b>Experience:</b>		
Demonstrable experience dealing with multiple partners and stakeholders, including sports organisations, government departments, corporate partners, clubs and volunteers.	E	
A proven track record of developing and managing demonstrably innovative, cost-effective and diverse sport development initiatives from conceptualisation to delivery.	E	
<b>Approach:</b>		
A team player with a proven and effective commitment to continuously encouraging greater inclusion at all levels.	E	
Proven experience and ability to inclusively lead, inspire and integrate diverse teams including clear target setting, performance management, mentoring, continuous development and evaluation;	E	
Ability to collaborate and forge successful partnerships in resource-limited environments;	E	
<b>Qualifications:</b>		
Graduate-level educational background with a demonstrable commitment to continuous professional development.	E	