



WALES NETBALL
PÊL-RWYD **CYMRU**

Wales Netball

Head of Growth

Recruitment Pack

Grow the Game, Inspire Success

December 2021

About Wales Netball

As the National Governing Body for Netball across Wales, our **Vision** is to ‘Grow the game, Inspire success’.

Our **Mission** is ‘Aspire to Excel; Strive to provide opportunities for all; Nurture talent to it’s full potential’.

Our **Core Values** are: Aspire, Connect, Inspire, Respect

About this Role

To lead and manage the growth of Netball in Wales through an insight led and participant centred approach. Developing and implementing an innovative growth strategy underpinned by a collection of sub-strategies will be critical. You will provide leadership, direction, and support to a small team of staff with cross organisational portfolios. You will align development resources to ensure Netball remains as the largest team sport for women and girls and continues to grow participation across the whole netball family. The successful candidate will sustain and grow an annual income stream across the department, actively seeking out and developing sustainable revenue sources. As a member of WN’s Executive Team actively engage in the leadership and management of the National Governing Body (NGB) to enable the delivery of the vision, mission, and strategic goals.

Specific Roles/Responsibilities

- Lead on the implementation, monitoring and review of WN’s Development/Growth strategies designed to grow participation and deliver a first-class participant experience.
- Lead and manage, the continued implementation of the participant centered approach.
- Influence, investigate and oversee the development of high-quality products, programmes and partnerships designed to reach new audiences and target hard to reach groups.
- Embed a culture of income generation and sustainability through development activity.
- Harness the momentum of Wales’ successes on the International stage and ensure legacy learnings and opportunities are integrated into the planning of any future events and strategies.
- Drive forward the creation of new opportunities for community netball to be played by current and new members

Management

- Lead, inspire and manage the development team members of staff who are focused on the delivery of the strategy, the generation of increased income, and embody our core cultural values *Aspire, Inspire, Connect and Respect*
- Oversee the management of and be accountable for all department portfolios and associated targets including:
 - Products and Programmes
 - Leagues, Clubs and Area Associations (Volunteers)
 - Disability
 - Coaching (grassroots to elite)
 - Officiating (grassroots to elite)
 - Volunteers (grassroots to elite)
 - Education and Training (grassroots to elite)
- Work closely with the Head of Performance to support and drive forward the cross organisational strategies that cover grassroots to elite functions of the game.
- Work closely with the Head of Operations to ensure high levels of customer service for existing and new members
- Work closely with the CEO to generate increased revenue streams from development activities including the licensing of products, delivery of commercial events, enhancement of membership offers and the review of cross department business models.
- Manage and control all relevant budgets to ensure the appropriate budgets are set and income and expenditure targets are achieved within the agreed parameters of WN`s Financial Policies and guidelines.

Advocacy, Communication and Promotion

- Build effective relationships with key stakeholders including the International Netball Federation, Netball Europe, Sport Wales, Welsh Sport Association, Development leads of other leading NGB's, key sporting organisations and partners.
- Influence and ensure engagement with every element of the volunteer delivery chain including clubs, leagues, and areas. Work closely with the Operations and Membership Manager to support the raising of governance standards throughout this network.
- Represent netball at key forums, sharing key learning across the development department.
- Oversee all development related advisory groups working with assigned non-executive directors where required to ensure coherence and cohesion across all development forums.
- Attend and actively participate in Executive Team and Board meetings (as required)

contributing constructively to the strategic and operational development of WN; preparing and presenting reports to both Forums as requested by the CEO.

Impact measurement & reporting

- Collaborate with Head of Operations to lead the continued evolution of digital systems that provide accurate and up to date data across the whole department. Ensure dashboards and reports are developed and utilised for critical areas to provide assurance of strategy progress.
- Oversee and support the introduction and implementation of modules within the digital ecosystem including competition management, e-learning, and education tracking.
- Embed a culture of learning and impact measurement as a way of evaluating all delivery programmes. Ensure the social impact of netball activity is captured and recorded to demonstrate the full value of the sport and influence future programme decisions.
- Ensure robust procedures are in place within the development portfolio to mitigate risk on all compliance issues – disciplinary, safeguarding, equalities etc.
- Constantly consider the effectiveness of our approach to be able to demonstrate exceptional return on investment (ROI)

General

- Lead, oversee and support key organisational and department events and conferences, developing the required event delivery teams and ensuring the event meets the strategic needs of the business and is delivered on time and within budget.
- Attend meetings with external stakeholders ensuring you act as a positive role model, ambassador, and advocate for the sport and the NGB, always nurturing and developing positive relationships that will promote and support the strategic development of Wales Netball.
- Encourage and enable effective cross departmental working through the development of strong and collaborative relationships with colleagues across the organisation ensuring the integration of development in the wider corporate landscape.
- Respect and promote the spirit and intentions of Wales Netball's Safeguarding and Protecting Young People in Netball policy.
- Abide by the provisions of the Wales Netball Equality & Diversity Policy.
- Undertake any other duties as may be required from time to time that are consistent with the responsibilities of the post and the needs of Wales Netball.

Person Specification

Skills/Abilities/Knowledge	Essential	Desirable
Highly developed strategic planning, problem solving and decision-making skills	✓	
Ability to influence across the sporting landscape at local, regional, and national level	✓	
Innovative and creative approach to maximising growth opportunities	✓	
Strong knowledge of Sport Development principles and volunteer engagement strategies	✓	
A knowledge of the infrastructure required to deliver national sporting programmes (coaching, officiating, volunteering, facilities etc)	✓	
An understanding of Performance Sport and Business Operations		✓
Knowledge or experience of public sector organisations and the responsibility of managing public funds		✓
Strong partnership influencing, negotiating and stakeholder engagement skills	✓	
Strong internal and external communication skills	✓	
Education/Qualifications		
Educated to degree level or with equivalent experience	✓	
Experience		
Significant experience of developing and implementing successful national sporting strategies with a focus on growth	✓	
Significant experience in strategic sports development	✓	
Experience of generating, nurturing, and maintaining significant income streams	✓	
Experience of large-scale financial management	✓	
Experience of successfully managing large high performing teams of staff including remote based staff	✓	
Experience of dealing with the media and the presentation of information to internal and external audiences		✓
Experience of promoting and developing positive collaboration with volunteers at all levels	✓	
Excellent written and verbal communication skills	✓	
Demonstrable experience of achieving strong stakeholder management	✓	
Experience of sitting on a Senior Management team		✓

Attributes		
Visionary leader and strategic thinker who is passionate and driven to succeed	✓	
An empowering and motivating individual	✓	
Growth mind set – never settling	✓	
Commitment to teamwork and a collaborative approach	✓	
Pioneering and never settling, continually learning, and innovating to make themselves and Wales Netball the best they can be	✓	
Open and approachable style with the ability to build strong relationships with a diverse range of stakeholders	✓	
Ability to travel extensively throughout Wales	✓	
Willingness to work unsocial hours on occasions (evenings and weekends)	✓	
Welsh speaker		✓

Equality, Diversity and Inclusion

We welcome and encourage applications from people of all backgrounds. Wales Netball is committed to creating an inclusive culture, through fostering a diverse workforce.

Terms of Appointment

Remuneration: Full Time £32,000 - £37,000 depending on experience

Annual Leave: 25 days per year excluding bank holidays

How to Apply

Please send your C.V and Cover Letter outlining your suitability for the role, aligned with the role description to recruitment@walesnetball.com

Closing Date for applications: Wednesday 12th January 2022

Interview Date: Week Commencing 17th January (Likely to be Monday or Tuesday)

For an informal conversation about the role please contact
Vicki.Sutton@walesnetball.com