



**WALES** NETBALL  
PÊL-RWYD **CYMRU**

# Wales Netball

## Head of Participation

## Recruitment Pack

February 2023

## About Wales Netball

As the National Governing Body for Netball across Wales, our **ambition** is to be 'Bigger, Better and Bolder than before' by 2030.

**Bigger:** More people playing Netball in Wales than ever before

**Better:** A performance system that results in our highest world ranking ever

**Bolder:** Pioneering a new business approach for our sport

Our **core values** are: Inspire, Aspire, Connect & Respect. These are at the heart of everything we do, and we talk about them regularly as a staff team.

We have four **Departments**; Operations, Participation, Performance and Corporate, and each member of staff has a clear understanding of how they contribute to the 2030 strategic plan.

## About this Role

The Head of Participation will be responsible for the operational and strategic delivery of the 'Bigger' element of the Wales Netball 2030 strategy. This includes the monitoring and implementation of all participation related Netball programmes.

As a member of the Wales Netball Senior Leadership Team (SLT) the successful candidate will actively support their fellow Senior Leaders in the delivery of the 'Better' and 'Bolder' elements of the 2030 strategy, by providing positive challenge and assistance where needed.

Netball is the most popular female sport in Wales (according to the 2022 School Sport survey). However, there are also extremely high levels of unmet and latent demand for netball across Wales. The Head of Participation will work to identify key areas of growth for our sport, as well as pioneering new formats of the game to identify and engage more participants.

As we work to make Netball more accessible for all, the Head of Participation will be responsible for working in partnership with the Head of Operations (and SLT members) to ensure we are meeting high standards across key areas such as equality, diversity, and inclusion (EDI).

The Head of Participation will develop and deliver appropriate resources and initiatives to support the community game to consistently grow. Thus, increasing membership and ensuring that Netball continues to be the principal team sport of women and girls in Wales.

The successful candidate will be responsible for identifying, developing, and converting sustainable revenue opportunities to generate departmental income.

## Specific Responsibilities

### Strategic Leadership

- Lead on the implementation, monitoring and review of the ‘Bigger’ element of the Wales Netball 2030 strategic plan. Key priorities are below:
  - Connect people through participation in Netball to develop their Health and Wellbeing
  - Enrich our communities through a diverse range of Netball opportunities
  - Empower a high-quality workforce that supports everyone to achieve their potential through Netball
- Developing partnerships with like-minded organisations to activate a local workforce to meet the demand for Netball across Wales.
- Harness the momentum of the recent Welsh Feathers (National Team) success on the international stage. Ensuring legacy learnings and opportunities are integrated into the planning of relevant participation events and strategies.
- Build effective relationships with key stakeholders including World Netball, Europe Netball, Sport Wales, Welsh Sports Association, Development leads of other leading NGB’s, key sporting organisations and potential partners in other sectors.
- Represent Wales Netball at key forums, disseminating learning with Wales Netball colleagues.

- Attend and actively participate in Senior Leadership Team (SLT) meetings, Board sub group meetings and Full Board meetings (as required) contributing constructively to the strategic and operational development of Wales Netball.
- Work closely with the Partnerships and Projects Officer to ensure high quality benefits for all affiliated members.

## Management

- Lead, inspire and manage the Participation Team staff members and embody our core cultural values: Inspire, Aspire, Connect & Respect.
- Oversee the management of all department portfolios and associated targets including:
  - Non-Commercial Products and Programmes
  - Leagues, Clubs and Area Associations support and forums (Volunteers)
  - Schools, Colleges, and University Programmes
  - Events and Competitions
  - Education and Training (Coaching, Umpiring, Team Managers and Bench Officials)
- Work closely with the Head of Elite to support and drive forward the cross organisational strategies that span both grassroots and performance functions.
- Work closely with the Head of Operations to embed a positive safeguarding culture across the Netball community.
- Manage the Participation budget, ensuring income and expenditure targets are achieved within the agreed parameters of Wales Netball's Financial Policies and guidelines.
- Line manage two full time staff; Workforce Development Officer and the Events & Competitions Officer.
- Line manage the seven part time Regional Competitions Organisers and the Freelance Tutor Workforce.

## Impact measurement & reporting

- Collaborate with the Head of Operations to support the continued evolution of digital systems that provide accurate and up to date data across the whole department.
- 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 re-evaluate the effectiveness of our approach to be able to demonstrate exceptional return on investment (ROI).

## General

- 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 and other company policies.
- 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	✓	
Experienced manager and leader of people and able to clearly articulate the difference between the two	✓	
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 participation	✓	
Significant experience in strategic sports development	✓	
Experience of generating, nurturing, and maintaining significant income streams	✓	
Experience managing a budget and monitoring income and expenditure on a regular basis	✓	
At least 5 years' experience of successfully managing teams of staff (including staff who work remotely)	✓	
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 Leadership team	✓	

Other		
A positive work ethic with commitment to doing a job well rather than quickly	✓	
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

**Role:** Full Time, Permanent

**Remuneration:** Competitive (Depending on experience)

**Annual Leave:** 25 days per year excluding bank holidays

**Location:** Sport Wales National Centre, Cardiff (with some Home Working available, as agreed with successful candidate)

**Reporting to:** Chief Executive Officer

## How to Apply

Please send your C.V and short Cover Letter (no more than two A4 pages) outlining your suitability for the role, aligned with the role description to [recruitment@walesnetball.com](mailto:recruitment@walesnetball.com)

Closing Date for applications: Midday on Friday 10<sup>th</sup> March

Interview Dates: Thursday 16<sup>th</sup> March **in person** at Sport Wales National Centre (Full Day)

For an informal conversation about the role please contact [Vicki.Sutton@walesnetball.com](mailto:Vicki.Sutton@walesnetball.com)