



## ENGLAND BOXING VACANCY – HEAD OF TALENT

### Overview

England Boxing is the National Governing Body for the one of the oldest sports in the world. The organisation, based in Sheffield, is responsible for promoting and developing the sport at all levels, from grassroots through to the England talent pathway, and in turn passing prospective medallists on to GB Boxing who deliver the UK Sport funded performance programmes.

England Boxing has a robust strategy and as a governing body is going through rapid change with the sport experiencing growth in both competitive and recreational boxing.

Within its talent programme, it has also been successful in delivering medals at all age grades and this growth and associated success provides an excellent opportunity upon which to build, both within the talent programme and England Boxing as a whole.

Aligned into England Boxing's strategy, the Talent programme is committed to building a system that delivers a highly effective and inclusive talent system that produces high performing boxers at every level, successful in international competitions and in turn ready for progression onto the GB Boxing World Class Performance Programme.

In order to achieve this, England Boxing is looking to employ a Head of Talent to oversee and deliver these responsibilities and ambitions within the organisation, to continuously improve pathways and the standard of talent pathway boxers.

The successful applicant will also make a significant contribution to the organisation more broadly, as a key member of the senior management team, playing a key role in the overall development of the governing body.

### The Role

Responsible for creating and executing the Talent strategy and a key part of the *Unlocking Potential* element of England Boxing's overall strategy, key responsibilities of the role will include:

- Strategically lead on the development, implementation and subsequent review of the agreed England Boxing Talent Plan.

- Overall management and operational delivery, including budgeting responsibility, of the England Boxing Talent programme including the talent coaching team & pyramid, support personnel and the Talent Pathway staff.
- Responsible for the relationship, management and effective use of the Sport England investment into the Talent Programme in order to meet agreed targets. Also ensure other schemes continue to support the boxing development pathways and individual boxers e.g. DiSE, SportsAid, Backing The Best and TASS.
- Work in partnership with key stakeholders and specifically the GB Boxing WCPP on agreed and coordinated strategies and protocols related to: talent identification, tracking, profiling, talent development (boxers and coaches) and transitioning. In order to ensure the optimum number of well-prepared, appropriately experienced and adequately conditioned English boxers consistently graduate into the GB Boxing programme.
- To lead and manage the strategic and operational delivery of the England Boxing Talent Plan and associated programmes, in order to ensure the needs and commitments of the organisation are fully met. This to include talent ID, selection and international competition programme (duals and competitions).
- This to include management of the budget, Talent staff and coaches. Also, to work as required to access other funding streams and commercial opportunities.
- Work with Sport England and other funders, to ensure the funding, targets and obligations are fully met and optimised.
- Develop and implement a co-ordinated England Boxing Talent Programme that meets the required representative and high-performance levels from entry level through to transitioning prospective boxers onto the GB Programme.
- Build and implement an England Talent Pathway that is inclusive and offers support for the broader talent pool across England, ensuring boxers have the opportunity to improve, fulfil their potential and achieve personal success at a level appropriate to them.
- Where identified, undertake research and insight in order to provide a greater evidenced base and accurate Talent Identification markers and patterns of performance.

## **The Person**

Applications are invited from individuals who can demonstrate the following:

- Extensive leadership and management experience within high performance sport. This experience should include work in developing national performance programmes and their coaches / athletes. A demonstrable technical understanding of the principles that underpin effective Talent Identification and development within a high-performance environment.
- Proven ability to influence, drive cultural and behavioural change in highly competitive and dynamic environments.
- Proven experience of partnership working and building effective relationships. This to include experience of liaison with internal and external funding agencies including government sports councils (or similar) and the preparation of associated strategies, programmes, reports and funding applications.
- Highly developed managerial and administration skills, including strategic planning, problem solving and decision making, budgetary control and report writing.
- Appreciation of and commitment to mandatory aspects of child protection, health, safety and welfare in all matters.
- Knowledge and experience of elite level coaching.
- Experience in setting goals, targets & measures, and implementing subsequent implementation plans both from an athlete coaching or overall programme perspective.
- Comfortable operating in a fast-changing and challenging environment with excellent people / relationship management skills and the ability to influence and engage.
- Knowledge of different high-performance environments within NGBs.
- Knowledge and experience of developing commercial and funding applications for high performance athletes / organisations.
- Degree level qualification in sports science, coaching, management or other related area; or relevant experience within talent/high performance sport environment.

## **Applications**

To apply for the role please email CV and current remuneration to Eddy Forshaw at psd, Eddy.Forshaw@psdgroup.com or 0207 9709604.

