



## **HEAD OF BOXING DEVELOPMENT – ENGLAND BOXING**

### **Background**

England Boxing is the National Governing Body for the one of the oldest sports in the world, one which has featured in the ancient and modern Olympics since 1904.

With its own heritage going back to 1880, the organisation 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. The organisation is a member of AIBA and EUBC, the World and European governing bodies respectively.

England Boxing has a robust strategy and funding plan up until 2022. The governing body is going through rapid change and up until the pandemic, the sport is experiencing growth in both competitive and recreational boxing. Alongside this it has also been successful in delivering medals at various men's and women's representative international competitions. The sport also has a proven track record in successfully delivering in inner cities and similar environments.

Clearly stated ambitions in England Boxing's strategy include the provision of enhanced support to the membership, in particular the delivery of comprehensive, consistent, industry-leading training and learning opportunities for coaches, officials and other volunteers within the sport; and increased emphasis on creating more resilient club's and membership, alongside the sports community outreach initiatives.

Having firmly established the foundations of the restructured coaching programme, it is imperative that this is completed and enhanced with additional learning opportunities, but there is also now the need to place greater emphasis on the recruitment and consistent training of England Boxing officials in order to meet the demand and growth of the organisation

In order to achieve this, England Boxing is looking to employ a Head of Boxing Development to oversee and deliver this within the organisation, so it becomes recognised as an industry leader in this regard.

## Job Description

<b>Job Title</b>	Head of Boxing Development.
<b>Reporting To</b>	CEO.
<b>Responsible for</b>	Training Course Coordinator and input into the role of the Compliance Administrator.
<b>Salary</b>	Competitive and subject to experience.
<b>Location</b>	Required to have a presence at the offices in the English Institute of Sport, Sheffield, but some remote working can be considered.
<b>Type of Contract</b>	Permanent.
<b>Role Purpose</b>	<p>As part of the senior management team, the candidate will be responsible for the <i>Investing in the boxing community</i> element of England Boxings strategy and have significant input into other elements of the programme, including sporting technical input and roll out, better governance and creating stronger clubs.</p> <p>In essence, the role will be responsible for ensuring the creation and instigation of nationally consistent training and learning opportunities for coaches, officials, boxers and other volunteers, from entry-level exercise programmes through to those working at the elite end of the pathway.</p> <p>As well as coaching course development and growth, a significant area of focus will be officiating; including recruitment, the delivery of nationally consistent training and ensuring there is a clear progression pathway from grassroots through to international level and one that is accessible to all.</p> <p>It is envisaged the remit will eventually evolve to cover other aspects of the Development function, including the instigation and delivery of innovative and engaging programmes to</p>

	<p>increase recruitment and retention into the sport, and ways of increasing financial viability, sustainability and growth of the organisation.</p> <p>Working with the Head of Community Development, the role will also see involvement in applying for grants and other commercial initiatives to support the organisation in the broader community engagement and outreach programmes. There will also see close liaison with the Compliance Manager to ensure coordination with other regulatory courses such as safeguarding and antidoping programmes.</p> <p>Please note the job will require flexible working hours, including evening and weekend work and attendance at National Championship finals.</p>
<p><b>Key Accountabilities</b></p>	<ul style="list-style-type: none"> <li>• To lead and develop the <i>Investing in the boxing community</i> strategy.</li> <li>• To lead in the establishment, development and delivery of comprehensive, co-ordinated curriculums and individual course syllabuses for coaches, officials, and other volunteers. This to include, where appropriate, obtaining course accreditation for the programmes offered.</li> <li>• To ensure up to date approaches to learning are embedded into the organisation, in order to maximise the development of the widest possible audience. This to include consideration of initiatives such as the Coaching Plan for England.</li> <li>• To recruit, develop and train course tutors, and to apply all the necessary quality assurance checks and processes in order to ensure that courses are delivered consistently and to the highest standards across the country.</li> <li>• To oversee the delivery of the booking and organising of the training courses including the maintenance of up to date manuals and appropriate records including financial transactions, delegate attendance and attainment figures etc.</li> </ul>

	<ul style="list-style-type: none"><li>• To instigate, develop, deliver and monitor, where applicable, suitable boxing courses, including transition / educational programmes at all levels and age groups, for fitness, recreational and competitive boxers. This to include other learning opportunities as required to enhance the boxing programmes, e.g. anti-doping, nutrition and conditioning.</li> <li>• To work with appropriate representatives to ensure that the recruitment / appointment processes (and the associated training) for coaches and officials, are open to all and with an equal and transparent opportunity to develop and progress, from grass roots through to international level. Responsibilities to include input into the selection to and participation in international qualification courses.</li> <li>• To work with and attend appropriate Subcommittees to ensure that current and new initiatives, policies, technical development etc are delivered to the highest standards and overall strategic aims.</li> <li>• To develop policies and initiatives as directed, ensuring that the sport of boxing is accessible to all, including the specific development of a disability boxing programme. Also, to work with other departments in the development of licensing opportunities for education and training.</li><li>• To look at innovative ways, including working with the insight function and using advances in technology to develop initiatives that enhance and support the Regions and Clubs in the recruitment, retention of the membership and development of the sport to recognised best practice.</li> <li>• To provide and or coordinate technical input into the development of appropriate rules and regulations, especially in regard to the development and content of organisations Rule Book.</li> <li>• To manage the department budget and staff within this remit.</li> <li>• To provide support and input into the senior management team as required, and specifically into the delivery of the organisation's strategic plan and Sport England funding programme.</li></ul>
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	<ul style="list-style-type: none"> <li>• To perform any other duties as reasonably required in order to meet the objectives of the organisation.</li> </ul>
<p><b>Person Specification</b></p>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Minimum five years' experience in developing and writing training and education programmes in a sporting environment.</li> <li>• Understanding and awareness of community and high-performance training programmes and environments, and the issues faced in delivering within them.</li> <li>• Experience in setting goals, targets &amp; measures, and implementing subsequent implementation plans.</li> <li>• Comfortable operating in a fast-changing and challenging environment with excellent people / relationship management skills and the ability to influence and engage.</li> <li>• Track record in the successful management of budgets and staff including their on-going development.</li> <li>• Excellent written and verbal communication skills. Along with appropriate IT skills, specifically Microsoft Word, Excel &amp; PowerPoint.</li> <li>• To be resilient and able to demonstrate leadership, and have experience operating at a senior management level, including presenting to a Board of Directors.</li> </ul> <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• Knowledge of boxing, including technical &amp; rules and officiating experience.</li> <li>• Experience in developing equitable recruitment and selection policies.</li> <li>• Be able to demonstrate creativity and the instigation and production of innovative and cost-effective development programmes.</li> </ul>

### To apply

In order to apply for this role with England Boxing, please send CV and cover letter to [happlications@englandboxing.org](mailto:happlications@englandboxing.org)

The closing date for applications is Monday 14<sup>th</sup> December 2020.

## **Valuing Diversity**

England Boxing Ltd is committed to valuing diversity and seeks to provide all staff with the opportunity for employment, career and personal development on the basis of ability, qualifications and suitability for the work as well as their potential to be developed into the job.

We believe that people from different backgrounds can bring fresh ideas, thinking and approaches which make the way work is undertaken more effective and efficient.

The Company will not tolerate direct or indirect discrimination against any person on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation whether in the field of recruitment, terms and conditions of employment, career progression, training, transfer or dismissal.

It is also the responsibility of all staff in their daily actions, decisions and behaviour to endeavour to promote these concepts, to comply with all relevant legislation and to ensure that they do not discriminate against colleagues, customers, suppliers or any other person associated with the Company.