



HEAD OF TALENT – ENGLAND BOXING

Introduction

England Boxing's Talent programme has been successful in delivering medals at all age grades, male and female World and European Championships, as well as the last Youth Olympic Games.

In turn, this has seen the overall targets successfully met. 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 (WCPP).
- Increased opportunities and widening access to the talent system for all boxers with potential.
- An integrated and inclusive talent pathway across clubs, regions, education and WCPP sectors.

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, so that we continuously improve our pathways and the standard of our talent pathway boxers. In doing so we strive to become recognised as an industry leader.

It is also expected that the successful applicant will 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.

Key role responsibilities

As part of the senior management team, the successful candidate will be responsible for the creating and executing the Talent strategy and a key part of the *Unlocking Potential* element of England Boxing's overall strategy, plus have significant input into other elements of the organisation.

This shall 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.
- Develop and manage all selection and assessment policies relating to the England Boxing Talent Pathway ensuring they remain relevant and equitable, meeting the requirements of the agreed strategies and England Boxing policies.
- Contribute to the overall strategic aims, ambitions and obligations of England Boxing.

Person specification

Applications are invited from individuals who can demonstrate the following:

- Degree level qualification in sports science, coaching, management or other related area; or relevant experience within talent/high performance sport environment.
- 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.
- Extensive leadership and management experience within high performance sport. This experience should include work in developing national performance programmes and their coaches / athletes.
- Highly developed managerial and administration skills, including strategic planning, problem solving and decision making, budgetary control and report writing.
- Experience of recruiting, leading, managing and developing people.
- 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.

- Excellent written and verbal communication skills including conflict resolution and negotiation, along with appropriate IT skills, specifically Microsoft Word, Excel & PowerPoint.
- Appreciation of and commitment to mandatory aspects of child protection, health, safety and welfare in all matters.
- Willingness to work irregular hours with significant travel both in the UK and abroad.

To apply

In order to apply for this role with England Boxing, please send CV and cover letter to eddy.forshaw@psdgroup.com

The closing date for applications is Monday 23rd November 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.