



HEAD OF COMMUNITY DEVELOPMENT

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, the latter 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 was experiencing growth in both competitive and recreational boxing. Alongside being successful in delivering medals at international championships, the sport also has a significant record in delivering community programmes and activity in inner cities and local communities.

The clearly-stated ambitions in England Boxing's strategy include the provision of enhanced support to the membership, in particular the delivery of comprehensive, consistent, community programmes to support clubs with the aim of making them more resilient and sustainable within their local communities. Club governance and grant application training is key. A team of regional Club Support Officers are in place to assist clubs and the Head of Community Development will manage that team to deliver this ambition.

Recent independent academic research has demonstrated a unique role that boxing clubs can play as crucial "hubs" within their communities. The learning from this research now needs to be disseminated to all clubs and other interested parties in England.

In order to achieve this, England Boxing is looking to employ a Head of Community Development to oversee and deliver this work - including the generation of funding - to support a broad-ranging community strategy that benefits boxing clubs and their local communities. The role will also play a full part in developing the overall England Boxing strategy and the recently-established England Boxing Foundation.

Job Description

Job Title	Head of Community Development.
Reporting To	CEO.
Responsible for	Managing a team of Regional Club Support Officers
Salary	Competitive and subject to experience.
Location	Remote but regular presence required in our Sheffield office post-pandemic with some national travel.
Type of Contract	Permanent.
Role Purpose	<p>As part of the senior management team, the candidate will be responsible for the <i>Stronger Clubs</i> element of England Boxing's strategy and have significant input into other elements of the programme, including making the sport more inclusive.</p> <p>In essence, the role will be responsible for ensuring the development of creative and instigation of, cost-effective national strategies, including extensive use of insight, that help clubs to be more sustainable and play a broader role in their local communities. Emphasis will be on various training initiatives for clubs and assisting and guiding them on funding opportunities.</p> <p>The role will also look to expand upon numerous national partnerships that exist to help club development. This specifically includes linking in with Sport England and their strategies and in doing so ensuring boxing complements national programmes and policies.</p> <p>Working with the Head of Boxing Development, the role will also see involvement in the roll out of coaching courses and officials training. There will also be close support to the Club Membership, and Compliance managers, ensuring clubs can access benefits from joining EB and follow the relevant regulations and training e.g. safeguarding.</p> <p>In addition, and as part of the programme to fund the various initiatives, the role will require full involvement with the England</p>

	<p>Boxing Foundation, including applying for grants and funding on its behalf.</p> <p>Please note the job will require flexible working hours, including evening and weekend work, as well as attendance at National Championship finals.</p>
<p>Key Accountabilities</p>	<ul style="list-style-type: none"> • To lead and develop the <i>Stronger Clubs</i> element in the England Boxing strategy. In addition, help develop and deliver the broader England Boxing strategy as required. • To lead in the establishment, development and delivery of community-based projects for clubs advising where necessary on how clubs can utilise boxing to match positive community development models. • To develop good governance policies and practice for Clubs and members in order to optimise Club delivery and revenue generating opportunities. • To seek, apply and oversee revenue-generating grants and funding opportunities, including through the England Boxing Foundation. • To manage the Club Support Officer team including their performance and development. • To ensure the community development team maximise the profile, promotion and awareness of club development work including liaising with the EB Communications Manager and other stakeholders. • To manage all budgetary aspects of the community development department, including nationally agreed contracts and service level agreements. • Maintain and develop relationships with various national partners, stakeholders and third parties who can assist in the development and growth of boxing and the clubs. This includes the maintenance and development of the relationship with Sport England. • To investigate / research opportunities that can highlight, showcase and celebrate the role that boxing clubs play in their communities. Ensure the team develop skills in insight and learning so that they understand more about member behaviours and motivations.

	<ul style="list-style-type: none"> • To work with and attend, as appropriate, sub-committee and board meetings as required, to ensure that current and new initiatives are clearly articulated, developed and instigated at the appropriate level of delivery. • To develop policies and initiatives as directed, ensuring that the sport of boxing is accessible to all, guiding and assisting clubs on how they can be inclusive to all sectors of society. • To provide support and input into the senior management team as required, and specifically into the development and delivery of the organisation's strategic plan and Sport England funding programme. • To perform any other duties as reasonably required to meet the objectives of the organisation.
<p>Person Specification</p>	<p>Essential:</p> <ul style="list-style-type: none"> • Minimum three years' experience of developing grass roots sports projects. This to include writing, instigating and developing relevant strategies. • Significant and demonstrable experience in writing developing, delivering and subsequent monitoring and reporting of grant funding applications, especially those using charitable and public funds. • Experience of working with community projects and interventions that use sport as the context for personal and community development. • Experience in developing and the practical implementation of good governance policies and procedures at grass root level. • Experience of setting KPIs, monitoring performance and programme or contract risk management. • Experience in managing and developing a team of remote workers, including their on-going development. • Comfortable operating in a fast-changing and challenging environment with excellent people / relationship management skills and the ability to influence and engage. • A track record in the successful management of budgets

	<ul style="list-style-type: none"> • Excellent written and verbal communication skills. Along with appropriate IT skills, specifically Microsoft Word, Excel and PowerPoint. • Experience using insight and research methods to help better understand membership behaviour and motivations and apply learnings to improving and developing future work. • To be resilient and able to demonstrate leadership, and have experience operating at a senior management level. • A demonstrable understanding of the need to co-produce / collaborate with stakeholders and impact of same. <p>Desirable:</p> <ul style="list-style-type: none"> • Knowledge of boxing and the role that clubs can play in community development. • Experience and understanding in dealing with public body funders, including; use of insight / data, writing, monitoring and subsequent reporting on funding applications. • Experience in developing and growing a charity / foundation. • Demonstrable creativity, instigation and production of innovative and cost-effective development programmes.
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To apply

In order to apply for this role with England Boxing, please send CV and cover letter to hrapplications@englandboxing.org

The closing date for applications is Monday 1st February 2021.

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.