



uk sport
inspire the nation

Chief **Executive** Officer
Recruitment Pack

Closing Date: 9am, 11/02/19





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Welcome message from Dame Katherine Grainger, Chair of UK Sport

Thank you for your interest in the CEO role at UK Sport.

This is an incredibly special and important role: one of the most significant in high performance sport in the UK. It is tough, it is challenging but the rewards are immense and the role in many ways can be considered a privilege.

We receive significant public and National Lottery funding and, in return, we make a commitment to the Government to achieve sporting excellence. To a large extent the hopes of the nation during the Olympic and Paralympic Games rest on our ability to have delivered on that commitment to excellence.

We are fortunate to have a high performance system that is widely respected and admired; a system with vast numbers of individuals, both paid and volunteer alike, dedicated to delivering the very best for our talented athletes and their sports. And of course, we have our athletes who put their dreams on the line, doing all they can to realise those dreams. Their endeavours make the nation both proud and inspired.

As a former athlete I can speak from personal experience about the significant impact that UK Sport has had on my life. I was very fortunate to embark on my sporting career in rowing just as key decisions were made at the heart of Government, enabling UK Sport to become a National Lottery distributor. Funding for the first time was able to flow into sports such as mine.

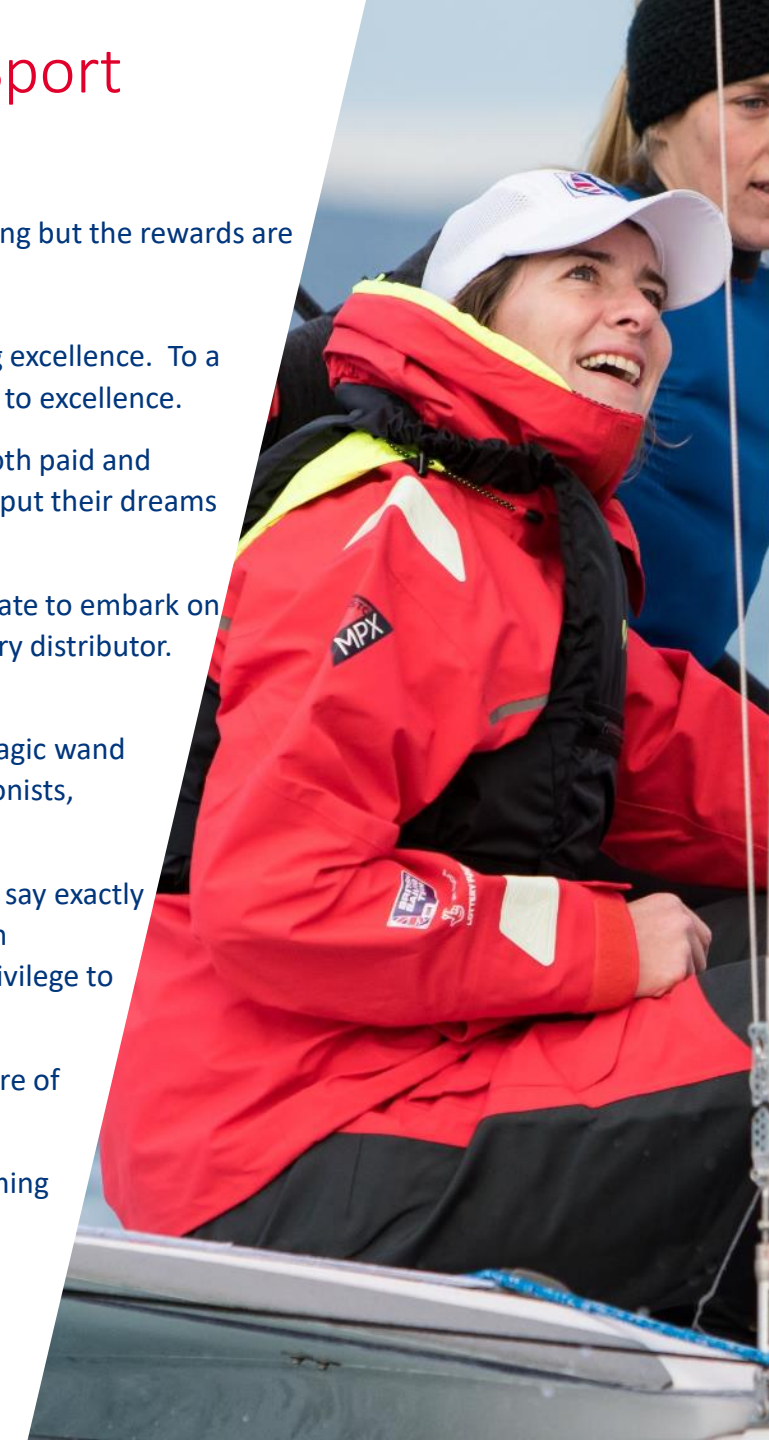
Before then, the world of Olympic and Paralympic sport was very different. I often describe the arrival of National Lottery funding as a magic wand being cast with everything transformed almost overnight: facilities, equipment, access to coaches, physiotherapist, psychologists, nutritionists, performance lifestyle, all of which previously were either non-existent, shared, begged or borrowed.

Without UK Sport and National Lottery funding I simply would not have been able to achieve my dreams and many, many athletes would say exactly the same about their own sporting careers. Now as Chair of UK Sport, the weight of responsibility to athletes lies suitably heavy and I am passionate and determined to ensure that talented athletes of the future will also benefit from the full range of support that I had the privilege to receive as an athlete.

I was appointed as Chair of UK Sport in July 2017. The experience has been absolutely 'full on' but immensely fulfilling. I have the pleasure of meeting athletes, performance staff, volunteers and leaders daily and I find it an inspiration and an honour.

Finally, the crucial question of staff at UK Sport. They are the unsung heroes of our sporting system. Everyone has been incredibly welcoming to me and I find them the most enthusiastic, dedicated and professional individuals that you could ever ask for in an organisation.

I hope you consider this role and the opportunity this could present to you. I genuinely believe it is one of the best jobs in sport.



Background to **uk sport**

Established in 1996 under Royal Charter, for the achievement of excellence by athletes or teams representing the United Kingdom in sport, UK Sport is the government's lead agency for delivering elite sporting success and major sporting event hosting in the UK.

UK Sport's current vision is a nation inspired by Olympic and Paralympic success. UK Sport believes this vision will be achieved through driving and showcasing British medal success on the world stage, in particular at the Olympic and Paralympic Games - arguably the biggest elite multi-sport event - but also through major events hosted on home soil to enable the Great British public to be inspired by British success witnessed first hand.

UK Sport invests c. £140m each year, a mix of National Lottery Good Cause funding, government and commercial investment, to deliver on this vision.

There is strong evidence that the majority of the British public engage with and follow the Games. It is therefore UK Sport's aim to enable the creation of moments of exceptional achievement and medal success at the Games to generate the greatest inspirational impact and pride for the nation.

With UK Sport's current investment policy focused on Olympic and Paralympic sporting success, its investment is targeted to support those sports and athletes who have demonstrated that they have the evidence-based potential of achieving success at the Summer and Winter Olympic and Paralympic Games, as well as at the significant milestone events leading up to this.

22 years on from its establishment, UK Sport's strategy, investment and collaboration with key partners has helped British sports and athletes make history at the Rio 2016 Olympic and Paralympic Games.





2016 Rio Olympics medal table

Position	Country	Gold	Silver	Bronze	Total
1 st	USA	46	37	38	121
2 nd	Great Britain	27	23	17	67
3 rd	China	26	18	26	70
4 th	Russia	19	18	19	56
5 th	Germany	17	10	15	42
6 th	Japan	12	8	21	41
7 th	France	10	18	14	42
8 th	South Korea	9	3	9	21
9 th	Italy	8	12	8	28
10 th	Australia	8	11	10	29

2016 Rio Paralympics medal table

Position	Country	Gold	Silver	Bronze	Total
1 st	China	107	81	51	239
2 nd	Great Britain	64	39	44	147
3 rd	Ukraine	41	37	39	117
4 th	USA	40	44	31	115
5 th	Australia	22	30	29	81
6 th	Germany	18	25	14	57
7 th	Netherlands	17	19	26	62
8 th	Brazil	14	29	29	72
9 th	Italy	10	14	15	39
10 th	Poland	9	18	12	39

Winning more medals than were won at the host games in London in 2012, with 67 Olympic and 147 Paralympic medals achieved, Britain beat China to secure 2nd position on the Olympic medal table, and the US to secure 2nd position on the Paralympic medal table winning the most golds across the most sports of any nation taking part at the Rio Olympics.



UK Sport currently supports around 1,100 aspiring athletes vying for medal success at future Olympic and Paralympic Games. UK Sport and its wholly owned subsidiary, the English Institute of Sport (EIS), puts the duty of care of our athletes at the heart of everything we do; and we consider the investment we make now in terms of funding and support services as something that will benefit the athlete now and in the future.

UK Sport, working with sports and partners, has helped transform the UK's major sport host reputation globally. In 2010, UK Sport launched an ambitious event-hosting strategy to firmly establish the UK as a world-leading host of major international sporting events.

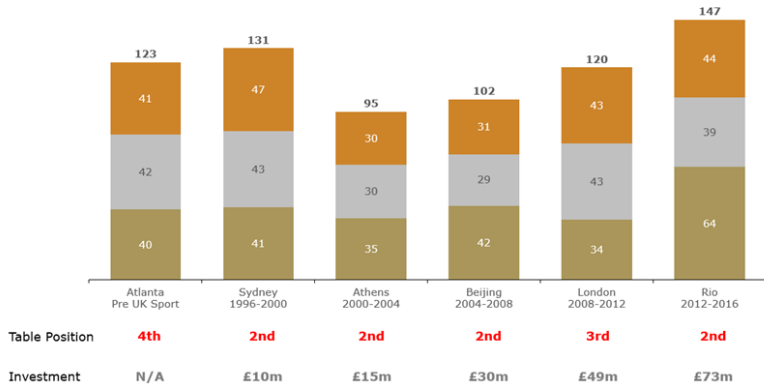
The UK has since been a proud host of numerous major international events including the World Athletics Championships and World Para Athletics Championships, Rugby World Cup, Commonwealth Games, World Gymnastics Championships, Tour de France Grand Départ, Triathlon World Grand Final, Hockey World Cup, and European Aquatics Championships. These events have generated hundreds of millions of pounds of economic impact to towns and cities across the UK, whilst continuing to connect the public with elite sporting success.

Boosted by this success, UK Sport recently announced ambitious new plans to consolidate the country's status as a world-leading host of major sporting events by releasing a list of potential hosting targets into the 2030s including FIFA World Cup, Ryder Cup, World Athletics Championships and all 3 cycling Grand Tours.

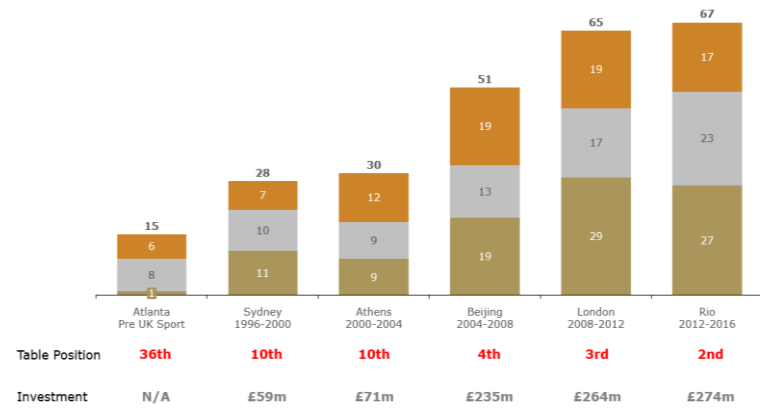
With events already secured including the 2019 Men's Cricket World Cup, 2019 Netball World Cup, 2019 Solheim Cup, 2019 World Road Cycling Championships, Euro 2020 Football Championships, 2021 UEFA Women's Football Championships, 2021 Rugby League World Cup, 2022 Commonwealth Games, and 2022 World Gymnastics Championships, the future looks incredibly exciting for major event hosting in the UK.

UK Sport has, and continues to play, a major role in international relations - protecting the integrity of sport in the UK, as well as driving the highest standards of sports governance through the receipt of public funding and the introduction of the Code of Sport Governance in 2016, which was developed in partnership with Sport England.

Sustained Paralympic Investment & Success



Sustained Olympic Investment & Success



Job Dimensions

UK Sport (UKS) is a Non-Departmental Public Body (NDPB); it is also a Lottery Distributor for Sport. The organisation employs approximately 125 staff based in Central London. The annual combined Lottery and Exchequer income is approximately £140m.

About the Role

We know the power that sport has and we want to deliver inspirational sporting moments that the whole country can feel proud about and motivated by. We do this through enabling success at the Olympic and Paralympic Games, through the hosting of major international sporting events in the UK, and by ensuring our funded sports are run with world-leading standards of culture, governance and integrity.

The landscape of elite sport is one that is complex and operating under increased public scrutiny. Within that context, accountable to the Board, the Chief Executive Officer is a strategic leader, responsible for leading and managing UK Sport to achieve its vision of inspiring the nation through Olympic and Paralympic success by driving and showcasing British medal achievements on the world stage in a culture that supports athlete welfare.

This is a critical and unique role within high performance sport with a remit to continue to drive our unprecedented sporting success whilst ensuring an ethical and people-centred approach across the high performance sport system. This highly credible leader will need to navigate the organisation and the high performance sport system through the process of setting the future strategy in the context of ambiguity and volatility in the wider social and political landscape.

Key Responsibilities

As the accountable officer for UKS, this individual will lead the delivery of the UKS vision and mission to:

- Ensure resources allocated by Department for Culture, Media and Sport (DCMS) are optimally invested to develop and sustain success on the world stage
- Enable world class programmes in sports to deliver more medals and medallists in future Olympics and Paralympics
- Support world class programmes to recruit, retain and develop cohorts of athletes capable of sustaining consistent medal success
- Drive the evolution of a world leading and resilient high performing sports system including opportunities for the system to become less dependent on public funding and more efficient with the funding it receives
- Continue to build UKS's reputation as a world leading host of innovative, inspirational and international sporting events
- Demonstrate the inspirational impact of Olympic and Paralympic success in contributing to wider positive social and economic benefits for the nation
- Drive and influence the highest standards of professional and ethical conduct in national and international sport

In achieving this they will:

- Develop and maintain strong, influential relationships and partnerships with the Home Countries Sports Councils and with other partner organisations including the National Governing Bodies of sport, British Olympic Association (BOA) and British Paralympic Association (BPA), landscape partners, other funding partners including the National Lottery (and all constituent parts including the license holder and other distributors) and commercial partners.
- Develop and maintain strong and effective relationships with the DCMS and other government departments with an interest in world class sport and / or associated government priorities.
- Lead and manage UKS, working through the Directors' team to develop a sustainable and rewarding UKS culture with shared vision and values.
- Lead the development of the UKS future strategy and operational plans on behalf of the UKS Board to ensure that it is resilient in the face of a changing economic and regulatory environment.
- Negotiate the funding settlement with the DCMS and ensure key performance indicators and milestones are monitored and delivered. Represent the organisation at appropriate government committees, for example public accounts and select committees. As a National Lottery distributor, ensure that UK Sport and benefactors (sports, athletes and events) contribute to promoting and acknowledging the role that the National Lottery and National Lottery players have made through realising National Lottery good cause funding.
- Ensure that the strategies of wholly owned subsidiaries (for example the English Institute of Sport and Yorkshire 2019) are monitored through their own boards and held to account for delivery to the UKS Board.
- Support the Chair of UK Sport and the Board in their duties of accountability for the strategy of UKS.
- Act as a key advocate externally for UKS and the work that it does, working to build the reputation of UKS as an organisation.
- As the Accounting Officer for UKS, in accordance with Treasury guidelines and within the requirements set out for access to lottery and exchequer grant applications, ensure that UKS is run with sound financial and governance standards in line with government requirements and specifically in line with the government code of conduct for sport.

This job specification is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in light of the changing needs of the organisation.

PERSON SPECIFICATION

The successful candidate should demonstrate the following skills and abilities:

TECHNICAL SKILLS / EXPERIENCE

- A passion for, good knowledge of or significant interest in high performance sport.
- Experience of working at Board level within either the public or private sector.
- Confidence in navigating corporate governance and legal frameworks.
- Experience of understanding and interpreting business financial information.
- Extensive experience of managing and leading an organisation in a complex / distributed system.
- To have knowledge or experience of public sector organisations and of engaging confidently with Ministers (desirable).

JOB SPECIFIC SKILLS

- An inspiring and authentic leader of people and teams, able to foster collaborative environments within a complex organisation.
- Personal resilience and tenacity. Able to prioritise and balance external and internal pressures and be confident operating under high levels of scrutiny.
- Excellent grasp of equality and inclusion issues.
- Strong personal values; committed to leading an organisation with a strong sense of purpose, setting high cultural and ethical standards.
- Highly developed strategic planning skills.
- Good business / commercial acumen.
- Building and managing strong relationships with multiple and diverse stakeholders, specifically negotiation and influencing within a complex working environment.
- Highly developed analytical, problem solving and decision making skills.
- Ability to be credible in dealing with the media and the presentation of information to external and internal audiences.
- Flexible and adaptable, operating with high integrity at all times.
- Role model approach to personal development.

Application Process

How to apply

To apply for this post please email the following documentation to uksport@moloneysearch.com by no later than **09:00am, 11/02/19**

1. A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years. Please also provide referees (referees will not be contacted until final interview stage) and current salary details or expectations;
2. A **statement of suitability** (no longer than two pages) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the criteria in the person specification;
3. A completed **Diversity Monitoring Form**. All monitoring data will be treated in the strictest confidence and will not affect your application in any way.

If relevant, please also submit:

A completed Guaranteed Interview Scheme Form if applying under this scheme.

Please include the **job title** in the subject line.

There is no need to register with Moloney Search to apply for this position.

If you do not receive an acknowledgement of your application within 48 hours please email Francesca Sloan on fs@moloneysearch.com

Overview of the process

Moloney Search will acknowledge your application and advise you of the outcome of the sift meeting.

Applications will be sifted to select those demonstrating the best fit with the post. The final short list of candidates will undergo a two-stage process which will involve 2 separate interviews and a Staff Engagement Exercise. Candidates invited to the final interview will be required to undertake a psychometric assessment.

Shortlisted candidates will have the opportunity for an informal conversation prior to the selection panel interview to learn more about the role and the organisation. You will be given further details about this after the shortlist meeting.

The final selection panel interview will be held in London and is likely to be w/c 25th March or w/c 1 April.

You will be advised of the format in advance.

The final selection panel will be chaired by Dame Katherine Grainger and will include members of the UK Sport Board.

Closing Date

The deadline for applications is **9.00am, 11/02/19**

Alternative Formats

If you cannot apply online, please post applications to:

Moloney Search Limited, 5 Kensington Church Street, London W8 4LD.

Further Information

If you have any questions about the role or process, or would like to discuss the post further, please contact:

Francesca Sloan

uksport@moloneysearch.com

0207 368 5100



Indicative Timeline

Please note that these dates are only indicative at this stage and could be subject to change. If you are unable to meet these timeframes, please let us know in your application letter.

The anticipated timeline is as follows:

Advert Closing Date	9am, 11/02/19
Longlist List / Short List meeting	Week commencing 25/02/19
Informal Conversations	Week commencing 04/03 and/or 11/03
Further Assessment and Staff Engagement Exercise	Weeks commencing 18/03, 25/03, 01/04
Final Panel Interviews	Weeks commencing 01/04, 08/04




PyeongChang 2018