



## **RECRUITMENT OF HEAD OF DEVELOPMENT**

**Salary: £28,000 to £34,000 pa**

**Location: UK-Wide**

### **About NISA**

The National Ice Skating Association of Great Britain and Northern Ireland (NISA) wishes to recruit a Head of Development and is now inviting applications.

Established in 1879, NISA is a membership association, and operates as a company limited by guarantee. NISA is recognised by the International Skating Union (ISU), the British Olympic Association (BOA), UK Sport and the Home Nation Sports Councils as the National Governing Body (NGB) for the sport of ice skating in the United Kingdom.

The Board of NISA has just recently adopted an exciting new strategy for the development of the sport over the next ten years, into which this role ties.

### **About the Head of Development Position**

First and foremost, NISA is looking for an individual who:

- Has significant experience and industry knowledge of the sports sector and the role of NGBs, including the way they are funded
- Is proactive and self-motivated
- Can organise themselves and others
- Has an excellent overview of short-, medium- and long-term planning

The position will have responsibility for the development of the sport across a wide range of areas, including membership, tests, coaching and events. It will be a part of the Senior Management Team (SMT) and as part of the new structure being rolled out, will have two direct reports, in the areas of coaching and events. The role will report directly to the CEO.

Planning and implementation are crucial to the role so that pathways can be mapped out and brought into effect for coaching, clubs and competitions, and strategic understanding will be required to lead these changes. In line with NISA's motto "Skate for Fun, Skate for Gold,

Skate for Life”, these pathways are to be designed for recreational participants, competitive participants, talent athletes and elite athletes.

In conjunction with the SMT, the Head of Development will contribute to the core values of the Association and input ideas and decisions in areas of policy, development and operations. The drive and desire to increase participation and standards must underpin all actions, and relevant research and insight will be needed to accurately direct this.

There will also be close working with various sub-groups and operational committees, and reporting, evaluating and monitoring is required on a regular and consistent basis, both internally and to Sport England.

Further aspects of the role include:

- All aspects of management of the direct reports
- Excellent communication with all stakeholders in the sport, both inside and outside NISA itself, including
- Organisation of workload for the team
- Financial planning and budgetary control
- Embodying all policies, principles and values of NISA

In line with our Equality and Diversity Policy we are keen to achieve a more diverse workforce and would welcome applications from those communities under-represented in sport, in particular people from ethnic minorities, people with disabilities and women.

## **About the Sport**

Ice skating is structured into two divisions; Speed Skating and Figure Skating. Speed Skating consists of the Olympic disciplines of Long Track and Short Track, whilst Figure Skating covers the disciplines of Singles/Pairs, Dance and Synchronised of which only Synchronised is not an Olympic discipline.

There are approximately 120,000 people who skate regularly in the UK, and just under 6,000 individuals and 75 clubs are members of NISA. With offices based in Nottingham, NISA provides educational services, competitive opportunities and development programmes for all levels. This includes administering, accrediting and promoting Skate UK, a formal learn-to-skate programme, which is recognised by ice rinks and used by other sport NGBs as a standard for competitive participation.

Ice Skating has a proud history of medal success at the Olympic Games, especially during the 1970s and 1980s. In 2014 NISA was awarded circa £6m from UK Sport to assist the drive for podium success, in Short Track Speed Skating and Figure Skating, aimed at producing podium performances at the PyeongChang Winter Olympics in 2018 and beyond. The Short Track Speed Skating programme is currently managed by the English Institute of Sport and a key objective is to complete the necessary work in order to reintegrate the programme within NISA after the 2018 Olympics.

### **How to apply**

Please see the attached role description and person specification for details of the role and the skills and experience needed.

To apply, please send your CV, together with a covering letter that explains what motivates you to apply and how you meet our requirements, by email to:

[martin.hunt@iceskating.org.uk](mailto:martin.hunt@iceskating.org.uk)

**The closing date for applications is 25<sup>th</sup> June 2017**

**Interviews for short-listed applicants will provisionally be held on the week commencing 3<sup>rd</sup> July 2017**