



BADENOCH  
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**Executive Director**

Recruitment Pack

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# Welcome from the Board



A very warm welcome and thank you for the interest you have shown in leading Tees Valley Sport as our new Executive Director.

I am delighted that you wish to know more about this tremendous opportunity. I hope this information pack helps your understanding of the role and why it might be the next exciting step in your career journey.

We are an independent, non-profit organisation with a passion for improving the health and wellbeing of people across the region by increasing physical activity and growing grass roots sport. A great deal has been achieved in recent years working with our local partners and with the committed support of Sport England, for example:

- Pro-actively supporting, connecting and influencing organisations beyond the sports sector to develop joint health initiatives using sport and physical activity as a means of improving physical and mental well-being, individual development and community cohesion.

- Investing over £2.5million (since 2016) in projects to get people from all backgrounds more physically active, ranging from supporting young unemployed adults into training and jobs; working with Mind to help more people with mental health problems get physically active; to helping talented young people from disadvantaged areas excel in sport through our flagship talent development programme, "Future Champions".
- The recent launch of our new commercial coaching service; "Yes! Coach" which delivers high quality sport and physical activity coaching in school and community settings, whilst also supporting individual coaches' development and growing overall coaching capacity across the region.

However, much more remains to be done and the challenges and the opportunity to make a real difference to people's lives across the Tees Valley remain very substantial.



# Welcome from the Board



We are looking for an energetic, enthusiastic strategic leader with the ability to forge strong partnerships with local and national partners.

As Executive Director you will lead an enthusiastic team and work with a highly supportive board of independent directors from a range of backgrounds. This includes 3 new directors who joined recently and have provided a fresh perspective to complement the knowledge and experience of existing board members. These arrangements are underpinned by a strong governance arrangement which was recently reviewed and independently assessed to ensure it remained fully aligned with best practice for sport governance.

One of the particular strengths of Tees Valley Sport is that whilst being an independent organisation with an independent board of directors, we are fortunate to be hosted by Teesside University as part of Student and Library Services (SLS), which includes University Sport. This provides significant benefits in terms of office accommodation, access to back-office professional support and sport related services. It also provides the postholder with the opportunity to directly influence SLS management and draw upon the work of SLS whose wider community aims are fully aligned with those of Tees Valley Sport.

We are therefore able to provide the successful candidate with a strong platform on which to develop strategy to address inactivity in the Tees Valley and the opportunity to shape the organisation to meet the delivery needs of the future. In return, we are looking for an energetic, enthusiastic strategic leader with the ability to forge strong partnerships with local and national partners whilst building the reputation and profile of the organisation regionally.

Finally, there is little doubt that the events of 2020 have impacted all of us and caused people to reflect on their lifestyles and what is really important to them. Health and personal wellbeing are clearly much higher in people's consciousness and Active Partnerships nationwide have a huge opportunity to respond and play their part. The board of Tees Valley Sport are certainly committed to doing so and I really look forward to working with you should you apply and be successful.

**Geoff Brown**  
Chair  
Tees Valley Sport

# Introduction to Tees Valley Sport

Tees Valley Sport is an independent, non profit organisation focussed on growing grass roots sport and physical activity.



Our ambition for the Tees Valley region is to realise and achieve the benefits which participation in sport and physical activity can provide for individuals and communities. We advocate the power of sport and physical activity to inspire personal development and success.

Participation in sport and physical activity has a direct beneficial effect on the health and wellbeing of individuals. The skills and experience which can be developed through being active and being involved in sport make a further contribution to the economic and social vitality of the wider community.

Tees Valley Sport works in partnership with people and organisations enabling us to most effectively develop our sport and physical activity assets, tackle our barriers to growth and diversity and maximise the funding and opportunities which will help us to achieve our ambitions.

We are one of 43 similar organisations in England collectively known as Active Partnerships.

Our partners include National Governing Bodies of sport and their clubs, Local Authorities, school sport partnerships, sport and leisure facilities, health and partners in the charitable and voluntary sectors.

We are led by a strong, strategic Partnership Board and supporting working groups consisting of highly skilled and influential people who similarly see the power which sport and physical activity has to change the lives of individuals and communities.

The Partnership is privileged to be hosted by Teesside University and shares its vision and commitment to providing opportunities and delivering excellence.

## Understanding the Tees Valley

The Tees Valley is home to just over 670,000 people living in five local authority areas: Darlington, Hartlepool, Middlesbrough, Redcar & Cleveland and Stockton-On-Tees. There is a mix of urban, semi-rural and rural locations though the dominant land use is urban.

The Tees Valley values its vibrant and successful sporting and cultural heritage enjoying a long tradition of diverse community sports provision and individual and team success on the national and world stage.

Sport and physical activity plays an important part in the lives of many who live and work in the Tees Valley and we are proud of the contribution so many people make to;

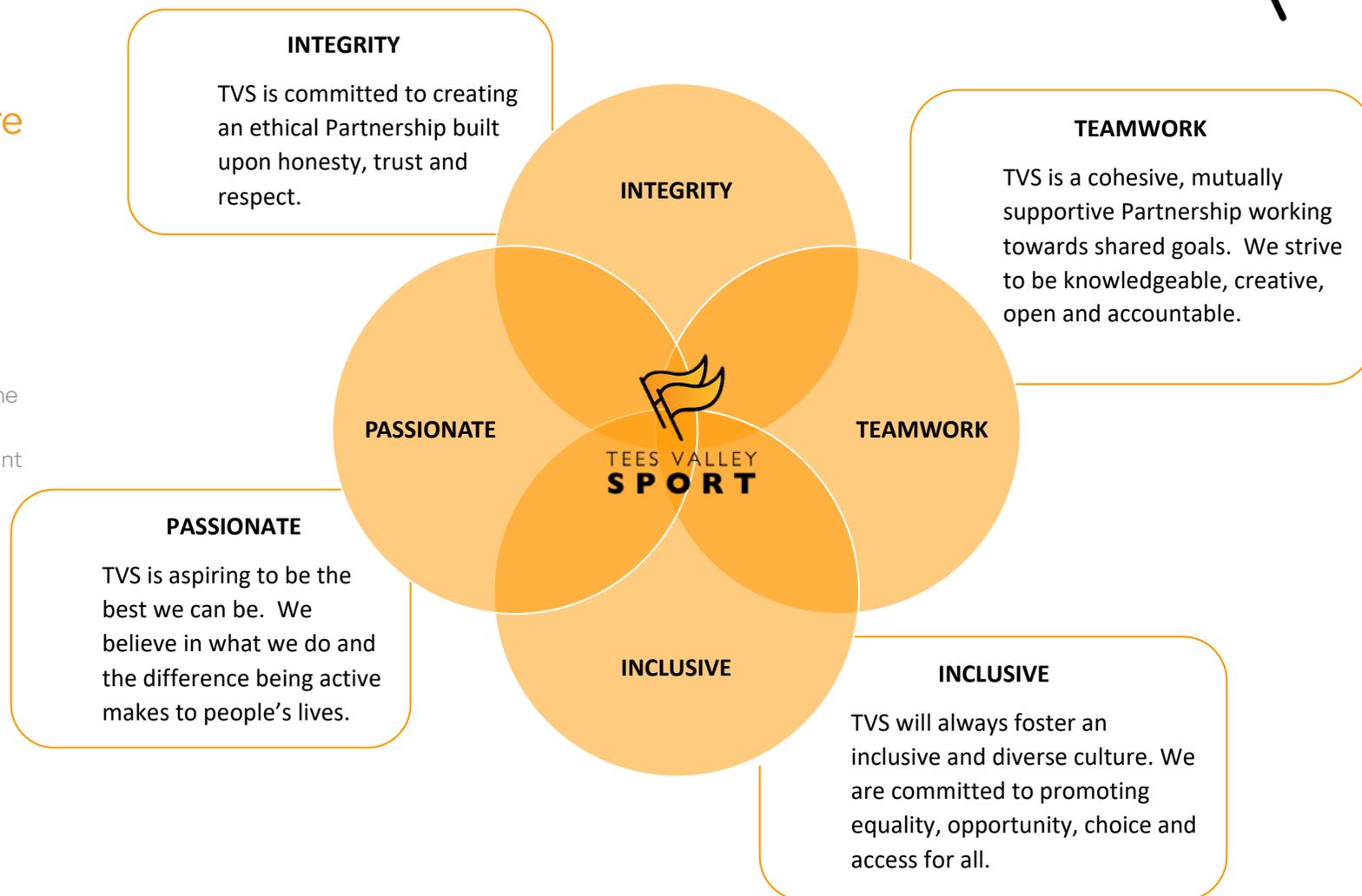
- our sporting traditions and heritage,
- supporting and celebrating the achievements of our talented athletes and players,
- providing a vibrant community sports infrastructure built on the commitment and skills of professional and volunteer leaders, coaches and administrators,
- high profile sporting events where international stars and local enthusiasts compete and participate side by side.

# Our Vision and Values



Our vision is to inspire the Tees Valley to be more active.

We will do this by supporting and working with the people who deliver sport and physical activity across the Tees Valley, making a difference to individuals and communities. We want out new Executive Director to share our values:



# Executive Director

## Purpose of the Role

To provide high quality strategic and operational leadership and to drive the vision, mission and objectives of Tees Valley Sport in inspiring the Tees Valley to be more active.



### Responsibilities

#### Strategic Planning and delivery

- To understand and contextualise the sport and physical activity landscape within the Tees Valley and nationally.
- To lead the proposal, development and delivery of projects funded by Sport England and other strategic partners and agencies.
- To drive the commercial ambition of Tees Valley Sport to become more resilient and self sustaining.
- To develop, monitor, implement and review robust strategic and operational business plans.
- To lead financial budgeting and resource management of all work programmes being delivered across the Tees Valley.
- To deliver agreed outcomes and outputs for Tees Valley Sport.

### Leadership and Management

- To recruit and lead a team of highly skilled individuals to effectively deliver against the business plan.
- To lead the organisation through periods of policy and cultural change whenever necessary.
- To develop strong and effective networks and relationships to influence national and local strategies and delivery models and to ensure the most effective use of resources.
- To be a positive advocate taking every opportunity to promote the work of the organisation, partners, funding bodies in raising the profile of the importance of sport and physical activity.
- To represent Tees Valley Sport locally, regionally and nationally through involvement in both strategic and operational partnership.s
- To collaborate with regional Active Partnerships wherever possible exploring ways of joint working and sharing of best practice.
- To influence relevant policy and practice at a national and regional level across a range of sectors and organisations.

- To lead and manage the team holding them accountable for their performance and the quality of their delivery.

### Governance

- To work effectively with the board and report regularly on performance and financial management.
- To adhere to the Code of Sports Governance ensuring that board members are recruited, selected, trained and kept informed in line with national regulatory and statutory standards.
- To ensure that the organisation is compliant with all regulatory requirements in relation to health and safety, safeguarding, equality and diversity.
- To ensure the organisation has up to date and appropriate organisational policies and systems and processes in place to ensure effective working.
- Undertake any other duties commensurate with the grade and general duties of the post.

# Executive Director

## Person Specification – Tees Valley Sport

	Essential	Desirable	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A degree level education</li> <li>• Evidence of continuous personal and professional development</li> </ul>	<ul style="list-style-type: none"> <li>• A recognised qualification in sport or public health</li> <li>• A leadership or management qualification</li> </ul>	Application Interview Certificates
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Substantial executive management experience in a strategic or leadership role</li> <li>• Senior level experience of workforce planning, staff development, performance management and related HR issues</li> <li>• Significant experience of business planning, financial management, budgeting and successful project execution</li> <li>• Substantial experience of engaging with strategic partners and developing trusted relationships with sporting and non-sporting organisations</li> <li>• Experience of organisational development to respond to current and future delivery needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Proven experience in sport development, community engagement, addressing health inequalities and/or public health improvement</li> <li>• Corporate Governance within a publicly funded organisation</li> <li>• A track record of securing funding from external bodies and successful delivery against their funding objectives</li> <li>• Experience of income generation from commercial activities</li> <li>• Experience of implementing schemes to raise standards of performance with young people, particularly in a sports environment.</li> </ul>	Application  CV Personal statement/ letter
<b>Skills &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>• Excellent oral and communication skills with the ability to motivate, enthuse, persuade, negotiate and influence a wide range of audiences to achieve successful outcomes</li> <li>• Excellent financial, numerical and analytical skills applied to deliver strategic and operational objectives</li> <li>• An ability to provide inspirational leadership to the organisation and its partners in the delivery of its strategic objectives</li> </ul>	<ul style="list-style-type: none"> <li>• Sound knowledge of sports development</li> <li>• Sound appreciation of health inequality issues and public health improvement</li> <li>• Knowledge of the environment in which public, private and voluntary sector sport operates and the challenges they face</li> <li>• Knowledge of marketing</li> <li>• A proven understanding &amp; advocacy of equity principles and practice</li> </ul>	Application Interview References
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Personal values which are aligned with Tees Valley Sport and Teesside University.</li> <li>• Highly motivated with a passion for the role</li> <li>• Self-awareness and self-assurance which fosters a high degree of trust and confidence from key stakeholders</li> <li>• Actively encourages and embraces creative thinking/solutions</li> <li>• Energetic and enthusiastic with the ability to deliver at pace within prescribed timescales</li> <li>• Personal resilience to cope with setbacks and ability to adapt quickly in changing circumstances.</li> </ul>		Application Interview References
<b>Other</b>	<ul style="list-style-type: none"> <li>• Full driving licence</li> </ul>	<ul style="list-style-type: none"> <li>• Car available for business use</li> </ul>	Application Interview



# Key Terms



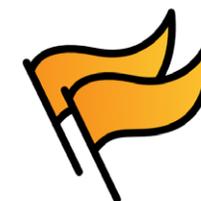
A very warm welcome and thank you for the interest you have shown in leading Tees Valley Sport as our new Executive Director.

- Salary up to – £60,000
- Holiday Entitlement – 35 days plus 8 statutory bank holidays.
- Hours of work – 37 hour working week, standard hours are 8.30am-5pm Monday to Thursday and 8.30am-4.30pm on Friday.
- Pension – option to join the Local Government or Teachers Pension Scheme
- Staff development opportunities.
- In-house occupational health service.
- Full access to join Teesside University's Library
- Teesside University Catering (TUC) – range of attractive, conveniently located outlets offering a wide selection of good value meals, snacks and drinks.





# Key Dates



## Closing Date

Midnight - Sunday 4th October 2020

## 1st Stage Interview

W/C 19th October 2020

## 2nd Stage Interview

W/C 26th October 2020

### Application Process

Please note that applications can only be considered if all the documentation is complete:

- An up-to-date CV that shows your full career history -we recommend that this is no longer than three pages
- A supporting statement explaining why you are interested in this role, detailing how you are a great candidate for this post and how you fulfil the person specification-we recommend that this is no longer than two pages.

Please send your application, preferably in MS Word format by email to:

[lucy.parker@badenochandclark.com](mailto:lucy.parker@badenochandclark.com)

Applications must be received by midnight on **Sunday 4th October 2020.**

If you wish to have an informal discussion about the role and organisation, or if you have any other questions you would like answered to help you decide whether to apply, please do call me for a confidential discussion.

Kind Regards

Ruth

Executive Search – Not for Profit

M: 07450 671218

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For further information, please contact;

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