



Appointment of Chief Executive Officer Recruitment Pack

British Orienteering are seeking to appoint a skilled and committed individual to support the wider Executive Team to achieve extraordinary things for the sport of orienteering throughout the United Kingdom.



Appointment of Chief Executive
Recruitment Pack



Introduction

Thank you for your interest in becoming the Chief Executive Officer of British Orienteering.

Orienteering is going from strength to strength with nearly 9,000 members who compete regularly and a further 38,500 non-members taking part in the sport each year; this happens because of extraordinary people in our team and across the wider orienteering community. Our strategy, “Thriving Clubs for a New Generation”, sets out an exciting journey of growth and transformation that underpins our purpose to grow the sport.

We are now seeking a new CEO for British Orienteering to support the Board to achieve extraordinary things for the sport throughout the United Kingdom.

Orienteering is all about people and if we are to achieve our ambitions, we must ensure we are relevant and connected to our membership and our clubs and to those partners and stakeholders who can help us.’ This is a sport doing something incredibly exciting – we look forward to your interest to come on that journey with us.



Drew Vanbeck, Chair British Orienteering

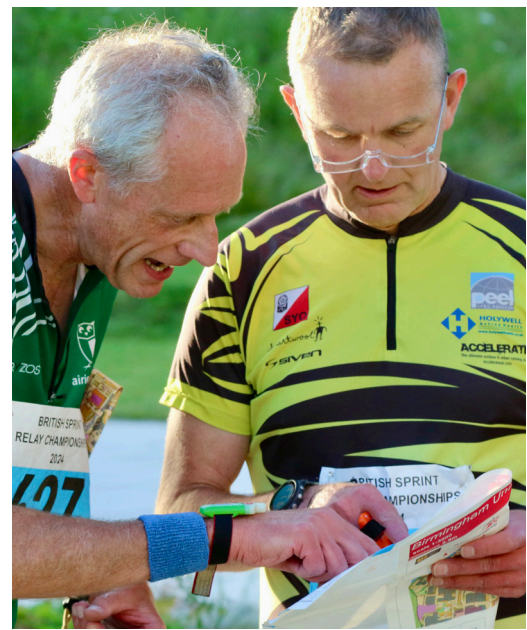
About British Orienteering

British Orienteering is the national sports governing body for the sport of orienteering in the United Kingdom. It was founded in 1967 and currently has around 9,000 members.

We are a sport striving to build on our past success by expanding our participation base into new markets and aiming to continue our record of punching above our weight in international competitions.

We are a small, dynamic and forward-thinking organisation, with a staff of 15, and a turnover in 2023 of c.£1million. In the summer of 2024, we successfully hosted the World Orienteering Championships in Edinburgh.

However, the external environment is changing. We will be operating in a challenging funding environment and therefore will have to develop the long-term strategy to develop our income streams and ensure the long-term sustainability of the sport against the background of a valuable and aging volunteer base.



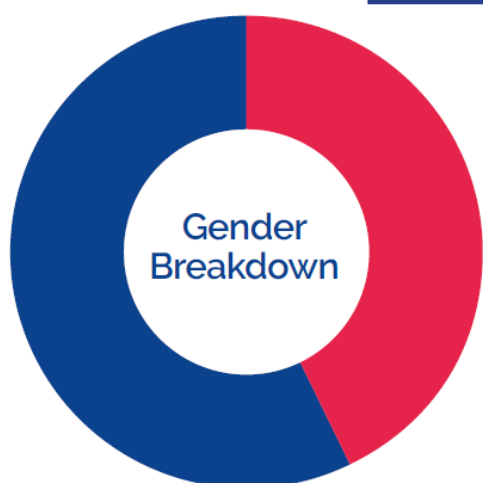
Facts & figures

2023
Membership **8953**



16–40 Age range

1909



43% Female

57% Male



Participation
(Competitions)

150,323



What is orienteering?

Orienteering is an exciting outdoor adventure sport. It exercises mind and body and is suitable for all ages and fitness levels.

The aim is to navigate between checkpoints (or 'controls') marked on a special orienteering map. There is no set route, so the skill and fun come from trying to find and navigate the best way between each control.

In competitive orienteering, the challenge is to complete the course in the quickest time.

Where can I go orienteering?

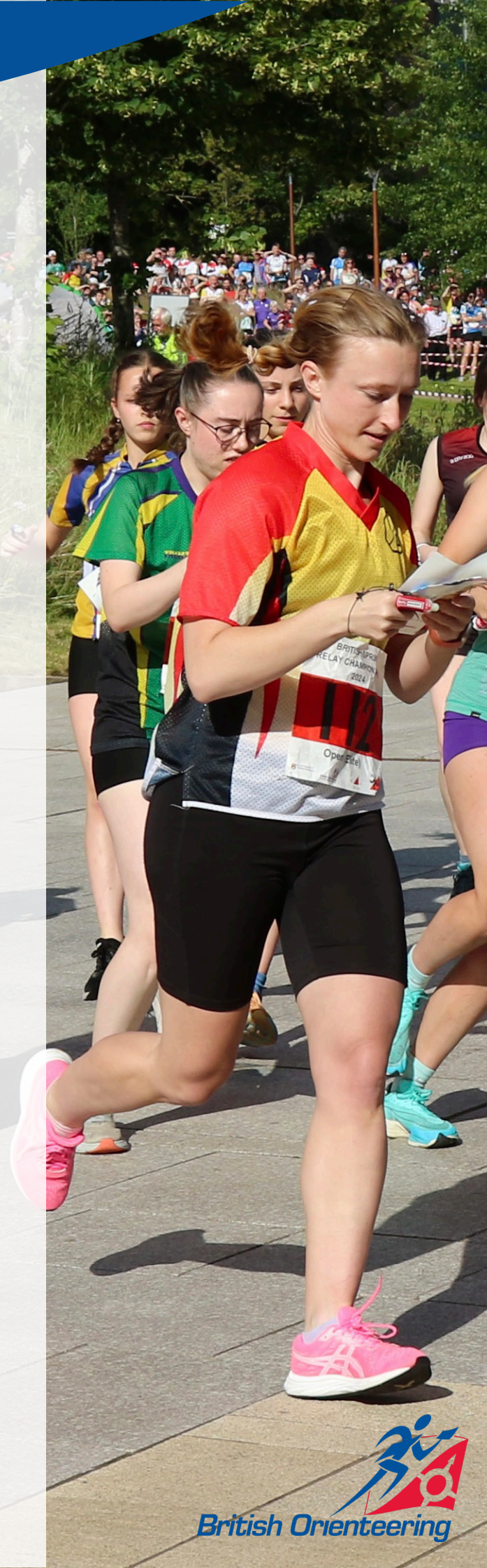
Orienteering can take place anywhere from the streets of Central London to the wilds of the Scottish Highlands and everywhere in between, including forests, parks, moorland, town centres, school playgrounds, and university campuses.

Our vision

Create thriving clubs for a new generation

Our goals

- Increase participation and membership in younger age groups (16-40).
- Target markets perceive orienteering as an engaging adventure sport.
- Sustain international success and satisfaction throughout the performance pathway.
- Excellent support for clubs and volunteers in delivering orienteering experiences.



Role of Chief Executive Officer

As a CEO, your key objective will be to help define strategic direction and drive progress and results, with a focus on working collaboratively with our partners and members to ensure income is effectively focused and maximised, whilst leading and developing a small, capable, team to maintain a high-performance culture.

Your responsibilities will be all encompassing:

- Strategic development
- Leadership
- Director support
- Partnership and business development
- Operations and delivery
- Promotion and profile raising of the sport
- Governance and compliance

Experience of working in sport or not for profit sector is not a pre-requisite, however a thorough understanding and empathy with the sector is.



To be successful you will be experienced in managing day-to-day operations and you'll be tasked specifically with the following:

Leadership

- Lead and inspire the organisation, staff and volunteers to carry out the strategic objectives of British Orienteering as agreed by the Board.
- Lead and manage staff teams and support staff to achieve their full potential.
- Lead engagement with the Associations, clubs and members within the UK, promoting opportunities for mutual engagement.
- Build a strong organisational culture of teamwork, ambition and integrity.

Relationships

- Represent British Orienteering at external meetings with key stakeholders and raise the profile of orienteering within the UK.
- Develop and maintain strong links with funding bodies e.g. home nation national sports councils.
- Build and maintain positive working relationships with our Board and volunteers on British Orienteering Advisory Groups and Committees.
- Utilise the skills and knowledge of those in the orienteering community to ensure the organisation strategies accurately reflect the current needs of the sport in the UK.

Business planning and Governance

- Develop and deliver operational plans against the British Orienteering objectives.
- Develop and deliver a commercial strategy to source additional funding streams and secure opportunities for sponsorships.
- With the support of the Treasurer, recommend annual budget and financial plans to the Board.
- Oversee financial management and controls.
- Identify and manage risks and maintain the risk register.
- Ensure compliance with funding agreements including reporting to the Board and stakeholders as required.
- Develop and implement HR policies and procedures.
- Ensure that safeguarding is embedded in all areas of the sport.

Person Specification

- 1 Experience working as a Chief Executive Officer, or at Director/ senior manager level.**
- 2 Experience in shaping and influencing organisational strategy.**
- 3 Experience of business and commercial acumen and financial management skills with the confidence to scrutinise financial management accounts and overall financial performance.**
- 4 Experience recruiting, mentoring, leading, and developing staff; building high-performance and loyal teams.**
- 5 A track record of harnessing technology to improve organisational effectiveness and performance.**
- 6 Strong written and verbal/ non-verbal communication skills and be a persuasive and passionate speaker.**

Key skills

- Ambition and innovative strategic thinking.
- The ability to build a culture of trust, and positive relationships internally and externally.
- Effective partnership working and development of external relationships.
- Excellent interpersonal and influencing skills, with proven ability to establish positive and productive relationships with a wide range of stakeholders.
- Excellent management of time, record keeping and delegation in order to achieve seamless, effective and efficient delivery.
- An ability to effectively challenge existing practices across the organisation and lead initiatives for new and more efficient use of resources.
- An appreciation of public relations.
- An understanding of public policy and influencing change.
- An understanding of the importance of maintaining high standards of governance.
- Experience of working in sport or the not-for-profit sector is not a prerequisite, however, a thorough understanding and empathy with the sector.

Values and key behaviours

- Selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- An awareness of, and empathy in, the role of sport in a wider context.
- Passion for achieving excellence, driving continual improvement and making things happen.
- Emotional awareness of individual differences, diversity of thought and the strengths of a collegiate approach.

Desirable

- We specifically welcome applications from those from the orienteering community.
- An understanding of the sport sector and current issues affecting it.
- An understanding and experience of working with sport governance frameworks including the Tier 3 requirements of the UKSport/Sport England Code for Sports Governance.



How to apply

To apply, please submit an up to date curriculum vitae, including comprehensive details of key achievements and responsibilities, along with a covering letter of application (no more than two sides of A4) addressing the person specification to: peter.hart@britishorienteering.org.uk.

The closing date for applications is 17:00, 15 December 2024.

Candidates are asked to provide an email address and suitable daytime and evening contact numbers.

Interviews

January 2025.

If you have any questions or would like to discuss the role, please contact: Peter Hart, email: peter.hart@britishorienteering.org.uk, telephone: 07581 479297.

Salary

£50,000-£55,000.

Supporting documents

- Articles
- Accounts
- Annual Report





**Orienteering can take place anywhere
from the streets of Central London to
the wilds of the Scottish Highlands
and everywhere in between.**



British Orienteering

British Orienteering

Scholes Mill,
Old Coach Road,
Tansley,
Matlock
Derbyshire
DE4 5FY

Tel: 01629 583037

Email: info@britishorienteering.org.uk

www.britishorienteering.org.uk

