

Appointment of Chief Executive Officer



UK Deaf Sport



DeaflympicsGB



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A BSL summary is available here -
https://youtu.be/9P_Gs1WsO2c



Introduction

Dear Candidate

We are delighted you are interested in this exciting position to lead UK Deaf Sport, drive the charity forward and fulfil our vision and mission. This pack aims to provide you with valuable insight into our charity, ways of working and most importantly, what we want from our future CEO.

UK Deaf Sport is the leading organisation for deaf sport in the UK. We offer support, raise awareness for fairness and campaign for deaf people, ensuring equal opportunities in sport and physical activity. We increase opportunities by collaborating in partnerships with key organisations creating a sporting future that is fair and inclusive from grassroots to elite sport, empowering deaf people to reach their full potential.

UKDS understands that the scale and complexity of the challenge across the UK is significant and recognise we have to tackle the challenge through raising our profile and working with people who share our ambition, agendas, and passions to drive change.

We are looking for a talented individual with a positive can-do attitude, to help define strategic direction and drive progress and results, and who believes in leading opportunities for more deaf people to participate in sport throughout their lives and more deaf athletes to perform on the world stage.

Your responsibilities will be all encompassing: strategic development, leadership, trustee support, partnership and business development, operations and delivery, promotion and profile raising of the charity, together with governance and compliance.

It is an incredibly exciting time to be working within UKDS. If you believe you have the skills and commitment to help us realise our vision, then we would love to hear from you. We will be happy to answer any additional questions you may have, and we will be delighted to have an informal discussion with any potential applicant.

We encourage applicants who are from underrepresented groups, across protected characteristics, as we value the benefits of a diverse pool of applicants to find the best candidate. Lived experience of deafness would be highly beneficial. If you require a BSL interpreter, or have other accessibility needs, please advise and we will make the necessary arrangements.

Kind regards,

Nick Brookes
UKDS Chair

About UK Deaf Sport

UK Deaf Sport is the leading organisation for *deaf sport in the UK. We offer support, raise awareness for fairness and campaign for deaf people, ensuring equal opportunities in sport and physical activity.

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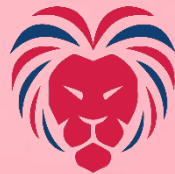
As the National Governing Body for deaf sport, we are responsible for ensuring good governance, raising awareness, increasing participation and winning more medals on the world stage.

This includes working with partners domestically, working with government and the administration and coordination of all national teams competing abroad, at both a British and Home Nation level including the Deaflympics. UKDS is responsible for the management of the DeaflympicsGB Team that competes in the Summer and Winter Games.

* UK Deaf Sport use the term "deaf" to represent all people who are deaf, hard of hearing or have a hearing loss, whether this is acquired or from birth.



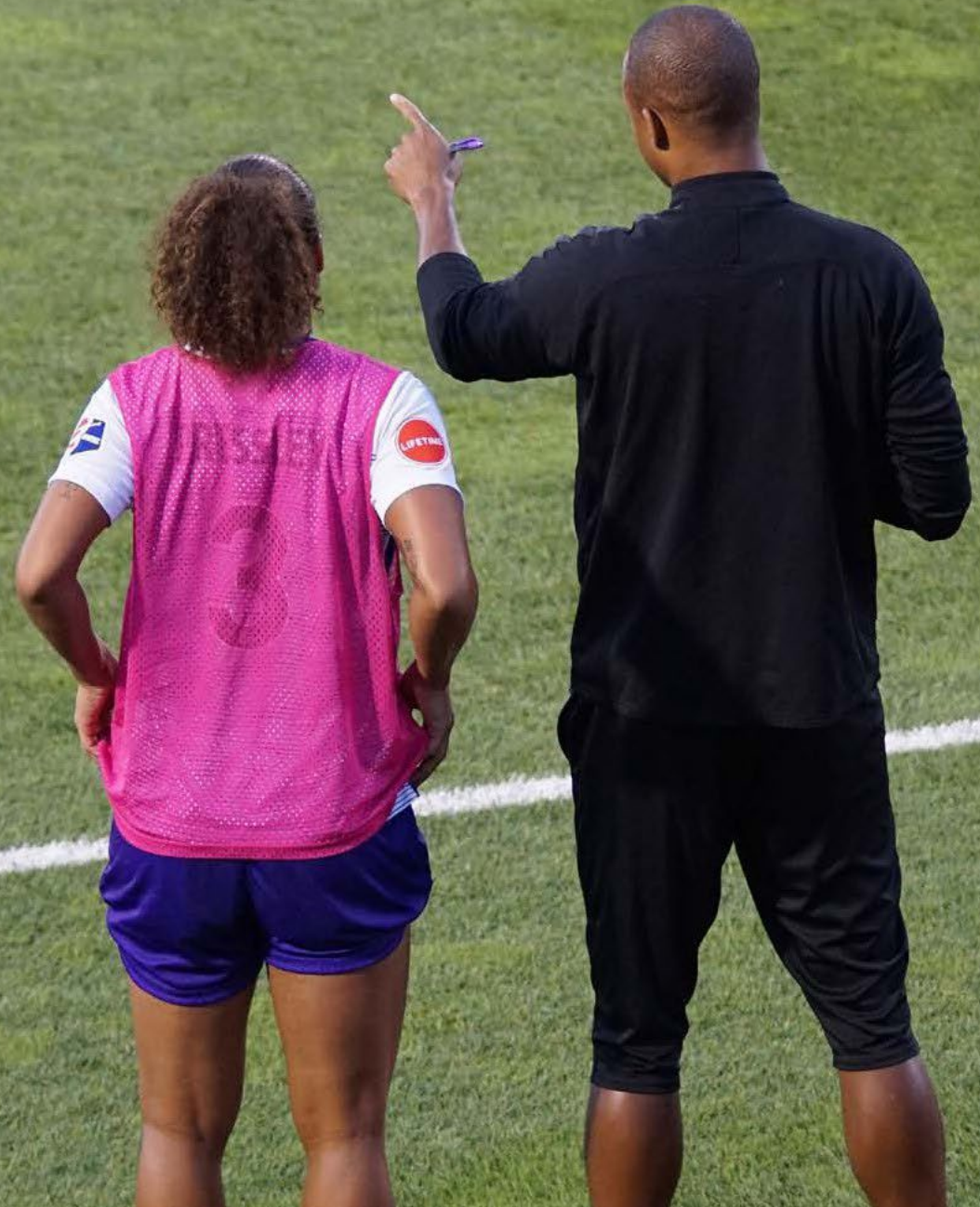
UK Deaf Sport



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Our priorities are to:

- **Engage** with the sport and physical activity sector, by working with a range of partners to improve awareness, raise the profile of deaf sport and show the positive impact when it is made accessible to deaf people.
- **Lead** by campaigning for the inclusion of deaf people in all areas of sport and physical activity; by being the main source of information of deaf sports news and activity in the UK; and by sharing knowledge and leading on implementing new clear pathways for various areas of sport and physical activity.
- **Grow** the sector by building and strengthening the connections among organisations from grassroots level to elite, and by maintaining a strong support network, growing the support for deaf people needs in the sector.



UK Deaf Sport Vision, Mission and Values

Our Vision

Every deaf person active and inspired by sport and physical activity

Our Mission

Leading opportunities for more deaf people to participate in sport throughout their lives and more deaf athletes to perform on the world stage

Our Objectives

Leadership – strategic, well governed leadership for deaf Sport

Participation – more deaf people trying, playing and supporting sport

Performance – more deaf athletes winning medals on the world stage

Our Values

Align with the Nolan Principles – selflessness, integrity, objectivity, accountability, openness, honesty and leadership – to ensure an ethical culture and legitimacy.

Role of the 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, trustee support, partnership and business development, operations and delivery, promotion and profile raising of the charity, together with governance and compliance.

Experience of working in sport or the charity 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:

1. Leadership:

- Lead and inspire the organisation, staff and volunteers to carry out the strategic objectives of UK Deaf Sport, as agreed by the Board.
- Lead and manage staff teams and support staff to achieve their full potential.
- Lead engagement with deaf and sports communities within the UK, promoting opportunities for mutual engagement.
- Live UK Deaf Sport's values and build a strong organisational culture of teamwork, ambition and integrity.



Role of the Chief Executive Officer (cont.)

2. Relationships:

- Represent UKDS at external meetings with key stakeholders and raise the profile of deaf sport 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 UKDS Advisory Groups and Committees.
- Utilise the skills and knowledge of those in the deaf community to ensure the organisation strategies accurately reflect the current needs of all deaf people in the UK.

3. Business Planning & Governance:

- Develop and deliver operational plans against the UK Deaf Sport strategic objectives.
- Develop and deliver a commercial strategy to source additional funding streams and secure opportunities for sponsorships.
- With the support of the Finance Audit and Risk and Governance Committee, 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.



Person Specification

Applicants for the position of CEO should meet the following:

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

The ideal candidate would be able to demonstrate:

- 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.



Person Specification (cont.)

- 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 in charities.
- Experience of working in sport or the charity sector is not a prerequisite, however, a thorough understanding and empathy with the sector.

Values/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.

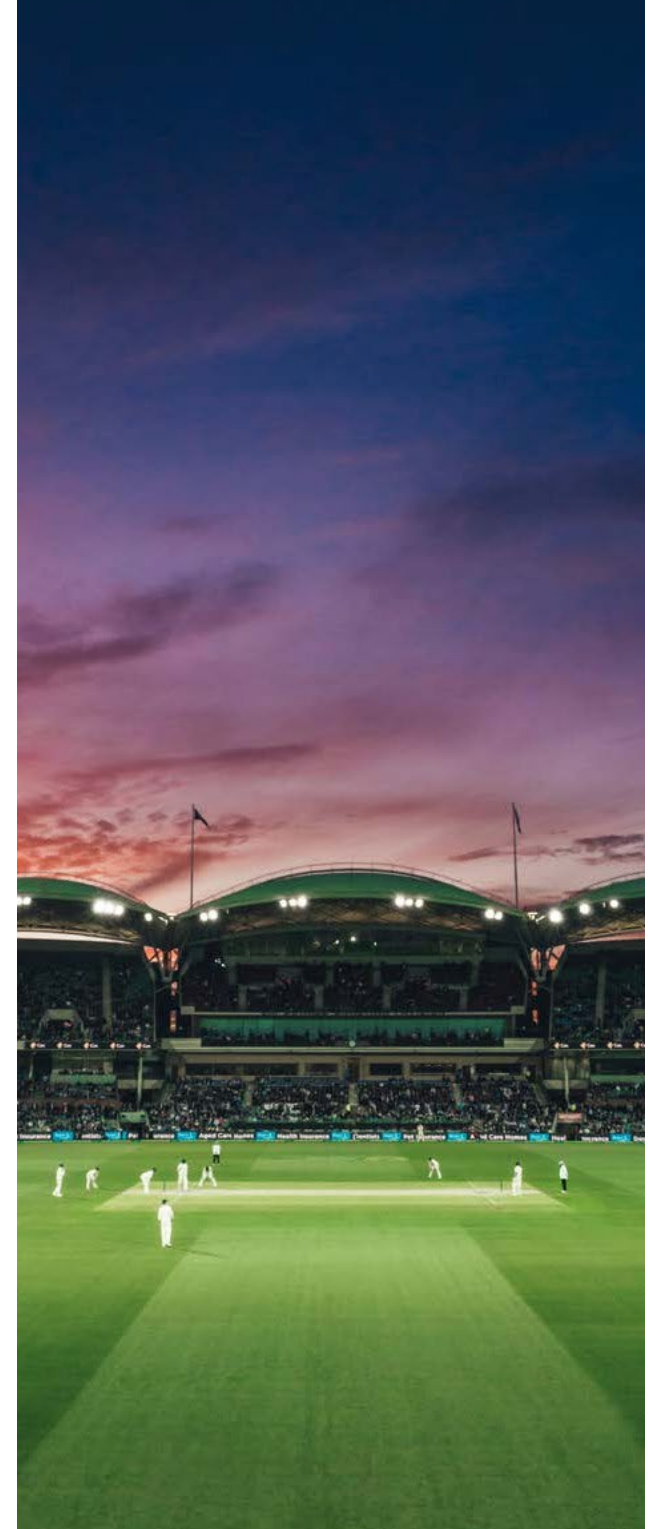


Person Specification (cont.)

Desirable:

- We specifically welcome applications from those with lived experience of deafness and from the deaf community. UK Deaf Sport use the term 'deaf community' to represent all people who are deaf, hard of hearing or have a hearing loss or anyone who has a lived experience of deafness such as family members, friends, allies, colleagues and other professionals.
- An understanding of the deaf sport/disability sport sector and current issues affecting it.
- An understanding and experience of working with sport governance frameworks including the Tier 3 requirements of the Sport England Code for Sports Governance

[Download the full CEO Role Description here.](#)



Fairness, Equality, Diversity and Inclusion

UK Deaf Sport is a Disability Confident Employer. We are committed to championing equality and diversity in all aspects of our work and in the services that we provide. All UK Deaf Sport employees are expected to understand and actively promote the Equality, Diversity and Inclusion Policy in the course of their work and influence and encourage the empowerment of disabled people within sport and physical activity.

*UK Deaf Sport use the term “deaf” to represent all people who are deaf, hard of hearing or have a hearing loss, whether this is acquired or from birth. UKDS acknowledges that the term ‘deaf’ covers a range of definitions of deafness, including those who are profoundly deaf, have severe, moderate or mild hearing loss or are hard of hearing whether acquired or from birth. This includes the use of the terms Deaf and deaf whereby the use of a capital D in Deaf may denote those who identify as having a cultural and shared experience of being Deaf.

The International Committee of Sport for the Deaf (ICSD, who govern the Deaflympics), set their own criteria for eligibility which is a hearing loss of at least 55dB in the better ear (3 tone frequency average of 500, 1,000 and 2,000 Hertz, ANSI 1969 standard). DeaflympicsGB athletes will meet this standard.



How to Apply

To apply for this role, please send a copy of your CV and a personal statement to info@ukds.org.uk with the title 'CEO Recruitment 2024'.

Your personal statement should outline how you meet the experience and skills requirements of the CEO as detailed in the Role Description. The personal statement should be no more than 2 sides of A4.

If you have any questions or would like to discuss the role, please contact us at info@ukds.org.uk

If you require any accommodations for the application or interview process please let us know.

Closing date for applications: 5pm on 13th May 2024

First stage interviews: week commencing 4th June 2024 (Loughborough)



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