

UK DEAF SPORT CHIEF EXECUTIVE OFFICER

ROLE DESCRIPTION AND PERSON SPECIFICATION

Role Details

Post:	Chief Executive Officer
Reports To:	UK Deaf Sport Board Chair
Responsible for:	Partnerships Manager, Information Support Manager, Governance and Insight Manager,
Duration:	Full Time 37.5 hours per week
Location:	Home Based
Salary:	£60,000

Overview

UK Deaf Sport is the leading organisation for *1 deaf sport in the UK. Our vision is *Every Deaf Person Active and Inspired by Sport and Physical Activity*. Our mission is for more deaf people to participate in sport throughout their lives and more deaf athletes to perform on the world stage.

There are more than 12 million deaf people in the UK, and more than 50,000 deaf children. The Sport England Active Lives Survey 2023 shows:

- 53% of deaf adults do less than 30 minutes of sport and physical activity a week compared to 15% of people without a disability.
- 33% of deaf adults with a hearing impairment did not participate in sport or physical activity in 2022 compared to 5% of people without a disability.
- Children with a hearing impairment are just as likely to be active as those without a disability, but of those children who are less active, 43% of deaf children participate in no activity at all compared to 26% of children with no disability.

UK Deaf Sport works in partnership with key organisations to ensure that deaf children, young people and adults have equal opportunities to participate and excel in sport and physical activity as their hearing counterparts from grassroots to elite level. This includes working with decision-makers and professionals such as national sport governing bodies to support them to remove the challenges and barriers that prevent deaf people taking part in sport and physical activity.

As the National Governing Body for Deaf Sport, UK Deaf Sport is responsible for ensuring good governance including the administration and coordination of deaf sport teams competing abroad at both a British and Home Nation level. UK Deaf Sport is also responsible for the selection and management of the DeaflympicsGB Team, the official team that represents Great Britain at the Summer and Winter Deaflympics.

As the Chief Executive Officer (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.

¹ See Equality and Diversity Section

Your responsibilities will be all encompassing including 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.

It is an incredibly exciting time to be part of UK Deaf Sport. If you believe you have the skills and experience to be the CEO of UK Deaf Sport Board and 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.

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.

If you require a BSL interpreter, or have other accessibility needs, please advise and we will make the necessary arrangements.

Equality and Diversity

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.

CEO Main Purpose

The primary purpose of the CEO of UK Deaf Sport is 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.

The responsibilities are all encompassing including strategic development, leadership, trustee support, partnership and business development, operations and delivery, promotion and profile raising together with governance and compliance.

Key Responsibilities

The CEO will be experienced in managing day-to-day operations and you will be tasked specifically with the following:

1 Leadership:

- Lead and inspire the organisation, staff and volunteers to deliver 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.

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 nations national sports councils.
- Build and maintain positive working relationships with the 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 to deliver 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 Group, 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.
- 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 pre-requisite, however, a thorough understanding and empathy with the sector is.

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.

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.