



UK Deaf Sport



DeaflympicsGB

DEAFLYMPICSGB TEAM CHEF DE MISSION

ROLE DESCRIPTION AND PERSON SPECIFICATION

BSL Translation - <https://youtu.be/zwK47s61K4o>

Role Details	
Post:	Chef de Mission - 2024 Winter Deaflympics, 2025 Summer Deaflympics
Reports To:	UK Deaf Sport Organising Committee
Term of Office:	Immediate start through to the Summer Deaflympics in November 2025
Location:	Home based with travel in the UK, Turkey and Japan
Salary:	Voluntary - UK Deaf Sport will cover all reasonable expenses, including travel to the Games and other Games related meetings, accommodation and meal costs while fulfilling Chef de Mission responsibilities.

Background Information

UK Deaf Sport is the leading organisation for *¹deaf 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.

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 are 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.

The Deaflympics are the oldest multi-sports event in the world for deaf people showcasing the talents and abilities of the world’s finest deaf athletes. The next Winter Deaflympics is 2nd to 12th March 2024 in Ankara, Turkey where the Deaflympics will be 100 years old. The next Summer Deaflympics is 15th – 26th November 2025 in Tokyo, Japan. A Deaflympics Organising Committee has been set up by UK Deaf Sport to lead in the preparations of a multi-sports team to represent Great Britain at the Winter and Summer Deaflympics.

¹ The full UKDS definition of deaf is included in the Equality and Diversity Section of this Role Description



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UK Deaf Sport is looking for a Chef de Mission for the Winter Deaflympics 2024 and Summer Deaflympics 2025. Effective leadership of the DeaflympicsGB Team is critical to a successful Games. The overall Games experience can be affected by many factors, including leadership, planning, delivery and access to the appropriate level of information and resources which is where the Chef de Mission and their Deputy will play a pivotal role.

The Chef de Mission with support from their Deputy Chef de Mission/s, will lead the GB delegation including athletes, coaches, and other behind-the-scenes team members. They will be the spokesperson for the entire team in the lead up to and during the Deaflympics. They are also a mentor, supporter, and cheerleader who aims to motivate and inspire the team. The Chef de Mission duties begin well before the Games. They participate in events such as preparation seminars and are a core member of the Games Organising Committee that finalises team selection and oversees management of the GB Team in all areas to ensure a successful Games.

This is a voluntary position with variable responsibilities and commitment throughout the tenure commencing immediately and continuing through to November 2025. You must be available full-time for the duration of the Winter Deaflympics from 2nd to 12th March 2024 in Turkey 2024 and the Summer Deaflympics from 15th - 26th November in Tokyo 2025.

This position involves a significant level of responsibility and will require considerable commitment, energy and effort. The candidate is expected to provide leadership to our staff, teams and athletes and be one of the key positive advocates of DeaflympicsGB throughout the media and promotional campaigns. You will be expected to liaise regularly with UK Deaf Sport staff and the Organising Committee to build a strong team spirit and trust and to ensure that communication is positive and effective between those involved in DeaflympicsGB.

The recruitment process will be overseen by the Deaflympics Organising Committee who will recommend a Chef de Mission to the UK Deaf Sport Board for approval. The recruitment process will involve representation from the UK Deaf Sport Board of Directors (usually the Chair), the Chair of the Organising Committee, Chair of the Athlete Advisory Group and a previous Deaflympics Chef de Mission.

The Deaflympics is an incredibly exciting event to be part of. If you believe you have the skills and experience to lead the DeaflympicsGB Team, 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.

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. Everyone connected to UK Deaf Sport is 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 uses 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 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.

Chef de Mission Main Purpose

The Chef de Mission is appointed by the UK Deaf Sport Board.

The primary role of the Chef de Mission is to provide leadership for the preparation and delivery of the Winter and Summer Deaflympics and manage the DeaflympicsGB Team delegation.

Key Responsibilities

General Responsibilities

- To be a member of the Deaflympics Organising Committee.
- To manage the Deputy Chef de Mission/s.
- To provide leadership for the Winter and Summer Deaflympics.
- To manage the Deaflympics plans and budgets.
- To be a key positive advocate of DeaflympicsGB.
- To attend official functions to represent DeaflympicsGB where required.
- To liaise regularly with the Deaflympics Organising Committee, UK Deaf Sport Staff and Team Representatives to ensure effective delivery of the Deaflympics.
- To carry out any other duties which are reasonably deemed to be consistent with the



demands and responsibilities of this role.

Pre-Games

- To oversee the planning and logistics of the Deaflympics ensuring the delivery is of the highest standard possible.
- To recruit and appoint a team of support staff to effectively deliver the Deaflympics.
- To ensure that processes and policies are effective and implemented.
- To work with the Sport Team Leaders and their coaches, to ensure pre games communication is regular and effective both internally and externally.
- Liaise with the ICSD to ensure that obligations are met for the Deaflympics.
- To act as lead point of contact for team media and communication for DeaflympicsGB.

Games Time

- To act as Head Team Manager for DeaflympicsGB Team from point of entry to point of departure.
- To set and lead the team DeaflympicsGB culture and standards for the Games.
- To record concerns from athletes and team staff and discuss with UKDS Officials for immediate solutions wherever possible.
- To ensure that you are aware of any changes to events, rules, timing etc. and ensure this information is passed on to the Sports Team Leaders and Team staff.
- To run a daily sports team briefing to ensure that everyone is informed of logistics, planning and arrangements for the DeaflympicGB Team.
- To attend relevant ICSD meetings to ensure that Deaflympics obligations are met.

Post Games

- To lead a comprehensive debrief and review of the Deaflympics and report on findings to the Deaflympics Organising Committee.
- To attend any post games events to promote success.
- To support the succession planning for Deaflympics 2028 and 2029.

Person Specification

Essential Criteria

Skills

- British Sign Language.
- International Sign Language.
- Strong negotiation and mediation skills.
- High level Project Management skills.



- Excellent written and verbal communication/presentation skills.
- Swift and effective in decision making.
- Able to work alone as well as part of a team.

Knowledge

- The structure of high-performance sport including training preparation and competition.
- Safeguarding.
- The needs of elite athletes and coaches.
- Specific performance preparation needs of elite deaf athletes.
- Support services required for elite performers (including nutrition, medical, anti-doping, physiotherapy, psychology).

Experience

- Attended a previous Deaflympics as an athlete or in a support role.
- Managed high level projects.
- Worked within international training camp environments (as coach, manager or other support role).
- Contributed to generating quality media content and increasing the profile of activity relating to a major event.
- Significant competition experience as an athlete, coach or support staff member.
- Built strong professional relationships and work within a team environment.
- Gained the confidence and respect of others.
- Liaised with support services such as nutrition, medical, anti-doping, physiotherapy and psychology to ensure a comprehensive service is available to, and understood by, the athletes and team staff.
- Managed teams of individuals to achieve a common goal.

Personal Qualities

- Integrity and honesty.
- Committed, enthusiastic and motivated.
- Willingness and desire to entertain new ideas and seize opportunities.
- Willingness to accept and encourage constructive challenges.
- Ability to think differently and understand a wider context.
- Innovative and self-assured, able to work alone and self-manage.

Practicalities

- Ability to travel independently and willing to travel extensively across the UK and the Deaflympics home country.
- An understanding and commitment to equal opportunities and sports equity issues.
- The flexibility, commitment and time to undertake the role including unsocial hours, evenings,



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weekends and overnight.

Desirable Criteria

- Highly computer literate.
- Knowledge of Deaflympic sports and the Deaflympic movement.
- Knowledge of legislation relevant to deaf sports organisations.
- Knowledge of the UK World Class pathway programmes and processes.
- Knowledge of the ICSD classifications and rules governing classification and event management.
- Multi-sport experience in a major camp or competition setting.
- Experience of transferring knowledge/ practice from one sport to similar sporting contexts.
- Experience of working with or within national governing bodies of sport.
- Experience of analysing, critically evaluating, developing and coordinating specific support services within a high-performance sport programme.