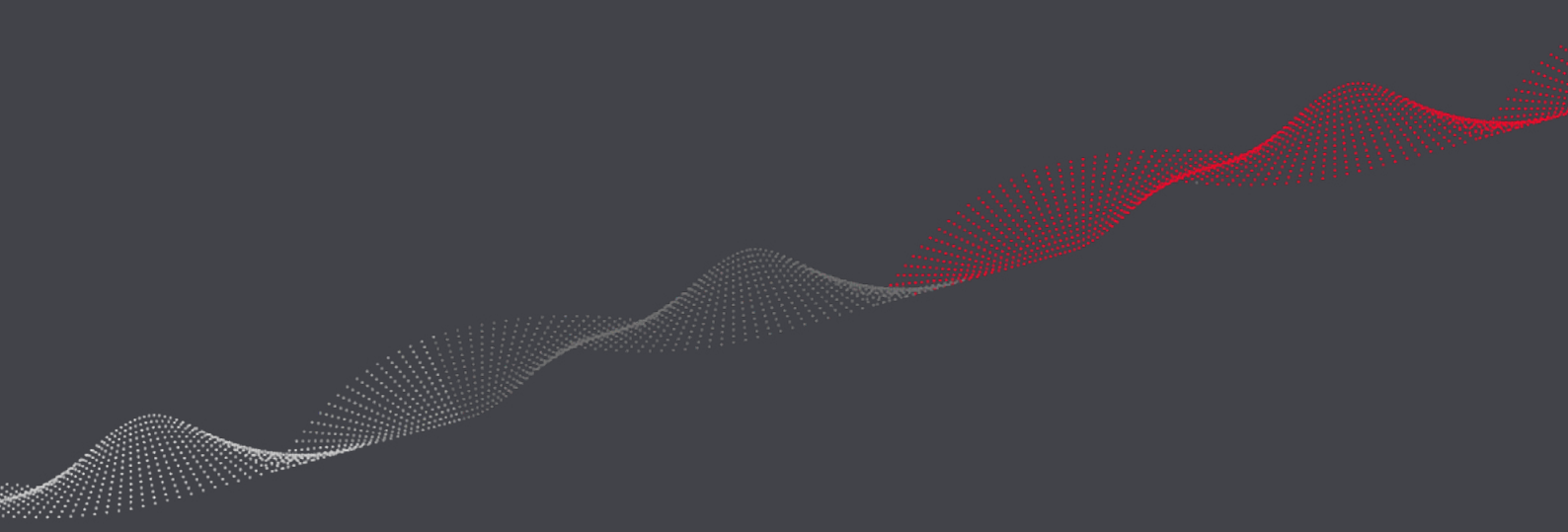




PERFORMANCE DIRECTOR
CANDIDATE BRIEF

ENGLAND NETBALL



From history making success on the Gold Coast securing Commonwealth Games gold, to hosting the award winning Vitality Netball World Cup 2019 in Liverpool, the last five years will certainly go down as a transformational era for netball in England. An era that not only delivered unprecedented international success but one that ignited the passion of the netball nation with over six million people in the UK following the events in Liverpool, 743,000 adults inspired to watch more live netball and 1.6 million women and girls taking to courts across the country making netball the largest female team sport. The centralised Roses Programme and Pathways underpinning the elite success continue to evolve and the profile of our athletes and sport just keeps growing.

So what does the next chapter bring? With the ongoing development of our exciting 10 year Adventure Strategy we strive to accelerate the growth, visibility, and professionalisation of our sport. We aspire to consistently perform on the world stage, winning when it matters most and securing major championship titles.

ENGLAND NETBALL BEHAVIOURS

We are strong believers that it is the culture within our organisation that makes it a special place to work and drives our huge successes. Our people are passionate and dedicated to making netball the best that it can be.


We have three core cultural behaviours that are critical to how we deliver our strategic goals;

WE ARE PIONEERS: Never settling, continuously learning and innovating... to be the best that we can be.

WE EMPOWER: Through collaboration and trust we have confidence in ourselves and others to make the right decisions and get things done.

WE ARE PASSIONATE: Driven to succeed without ego, inspiring others along the way.

To achieve repeated success we must:

- Continue the momentum, evolution and innovation of the centralised Roses Programme
 - Increase support and resource to underpin pathway structures including the Vitality Netball Superleague
 - Embed the Roses Development Framework as the DNA of the sport, aligning player and coach development
 - Become world leading in growing future coach/ leadership talent
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THE OPPORTUNITY

We are looking to appoint a world class Performance Director who shares our cultural behaviours and ambition to professionalise the sport, someone who has the experience and drive to lead the England Netball High Performance and Pathway System and help secure England as the top performing nation in the world by winning the Commonwealth Games 2022 and Netball World Cup 2023. Through the relationships they build and their ability to create and deliver a world leading performance strategy this person will take us on the next chapter of our adventure.

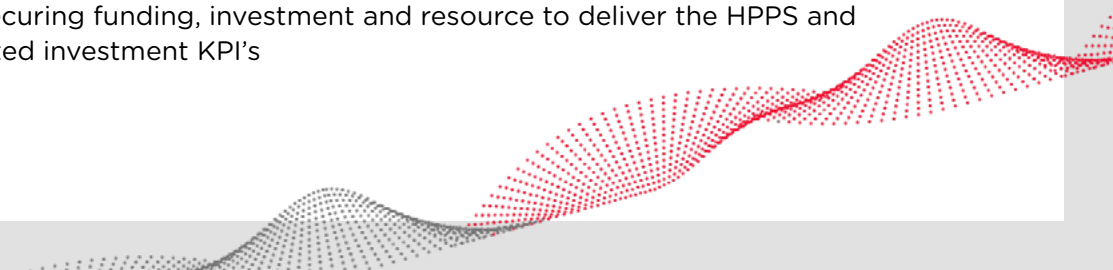
Reports to - the CEO and is a pivotal member of the England Netball Executive team and Vitality Netball Superleague Board.

Direct Reports - National Head Coach, Head of Performance Support (Performance Lead), Performance Pathway Manager, Performance Operations Manager

Scope - Overall responsibility for the whole Pathway including England Netball Roses Programme (Podium 1, Podium 2, Podium 3, Futures, U21, U19,U17). Vitality Netball Superleague Pathway (U21, U19, U17), county and satellite academies.

KEY ACCOUNTABILITIES

LEADERSHIP

- Provide the vision, leadership and strategic direction for the England Netball High Performance and Pathway System (HPPS).
 - Spearhead the development and implementation of world leading Performance and Pathway strategies
 - Responsible for setting, embedding and driving a truly world class culture and associated behaviours which value and promote transparency, integrity and ensure the HPPS is valued by and connected to the wider sport.
 - Build and maintain strong strategic partnerships with Sport England, UK Sport, the English Institute of Sport, Commonwealth Games England, International Netball Federation, leading netball nations, Vitality Netball Superleague clubs, Netball Players Association, British Athlete Commission and other key stakeholders.
 - Lead the governance of England Netball team selection for major championships including:
 - Netball World Cup;
 - Commonwealth Games
 - Youth World Cup U21
 - Respective tours (age groups to seniors)
 - Work closely with members of the England Netball Executive Team and leading netball nations to secure a four-year competition calendar which satisfies performance, broadcast and commercial requirements.
 - Ensure there is open and regular communication between the Roses Programme, the Pathway, VNSL, all stakeholders including athletes and coaches
 - Ensure strong relationships with clubs and leagues in other nations where England players are professionally contracted (SSN and ANZ).
 - Overall responsibility for securing funding, investment and resource to deliver the HPPS and accountable for all associated investment KPI's
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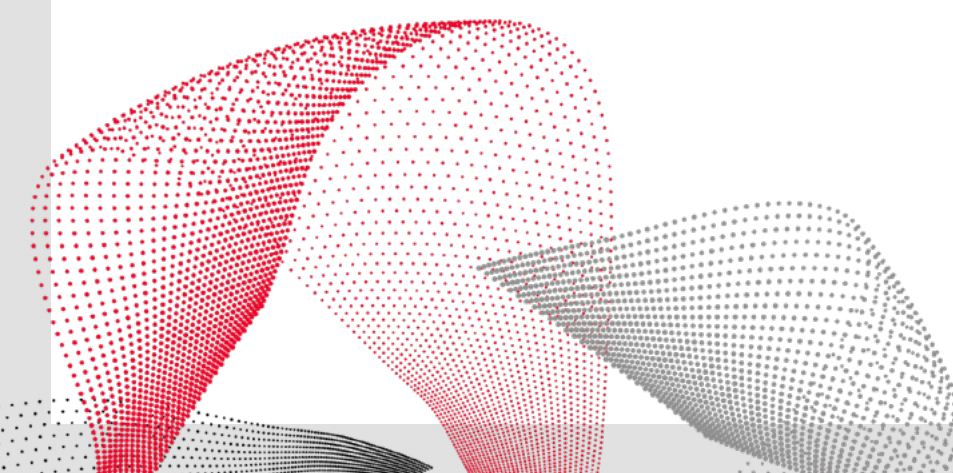
PERFORMANCE

- Build a strong sustainable pipeline of athletes and coaches who are able to deliver consistent medal success on a world stage in targeted major events within the next four years and beyond.
- Ensure the sport develops successful and seamless underpinning pathways from age group to Roses in collaboration with VNSL clubs.
- Ensure EN has quality and comprehensive high performance coaching pathways in place.
- Continue to develop and evolve the Roses Development Framework in order to deliver athlete and coach pathway ambitions.
- Be responsible for the oversight and management of the National Head Coach providing the support to deliver success on the world stage.
- Support and empower the Head Coaches to develop strategies and deliver plans that result in successful outcomes at Major Senior Championships (Netball World Cup, Commonwealth Games, U21 Youth World Cup)
- Support the Head of Performance Support to ensure that support services and systems – science, medicine, research and innovation - are aligned with the Head Coach programmes and satisfy athlete and coach requirements.
- Ensure the sport has a bespoke elite coach development programme focused on developing coaches who are able to support medal winning athletes.
- Responsible for the governance of the HPPS process; selection criteria, athlete selection, athlete plans and programme review.
- Act as Performance Programme lead contact with Sport England, Commonwealth Games England (CGE), and English Institute of Sport etc. at National Director level/equivalent. When required with the relevant international federation such as INF or respective leagues such as SSN & ANZ.

BUSINESS, GOVERNANCE & FINANCIAL MANAGEMENT

- As a member of the England Netball Senior Executive Leadership Team, play a full part in setting the strategic direction for the organisation and ensuring the effective day to day management of the business, including ensuring full cross departmental collaboration within the organisation.
- Lead the development, management and monitoring of all performance and pathway budgets
- Lead the annual selection process of all Roses athletes within the high performance programme, reviewing agreement terms in line with the UK Sport APA guidelines.
- Ensure the integration of all England Netball policies into the Roses Programme specifically safeguarding, anti-doping, equality, mental health, wellbeing and health and safety

TRAVEL REQUIREMENTS:

- Regular international travel during the year (currently between six and nine weeks per year)
 - Regular national travel for events and attendance at Loughborough based Roses Camps (currently approximately 16x 4 day camps per year)
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THE CANDIDATE

EXPERIENCE

- Recent senior leadership experience working in a high performance sport environment (E)
- Proven track record of leading a consistently world class performance team
- Demonstrated experience in successfully professionalising a sport/working within a professional sport, ensuring strong relationships with commercial partners, sponsors and domestic clubs (D)
- Proven success in building strong progressive relationships with partners, stakeholders and volunteers (E)
- Evidence of establishing a performance vision, strategy, culture and systematic approach to performance whilst successfully establishing and maintaining a culture of collaboration, team working, innovation and support (E)
- A comprehensive understanding of coaching, sports science and medicine, international competition, talent pathways (E)
- Demonstrable experience of confidently managing significant budgets

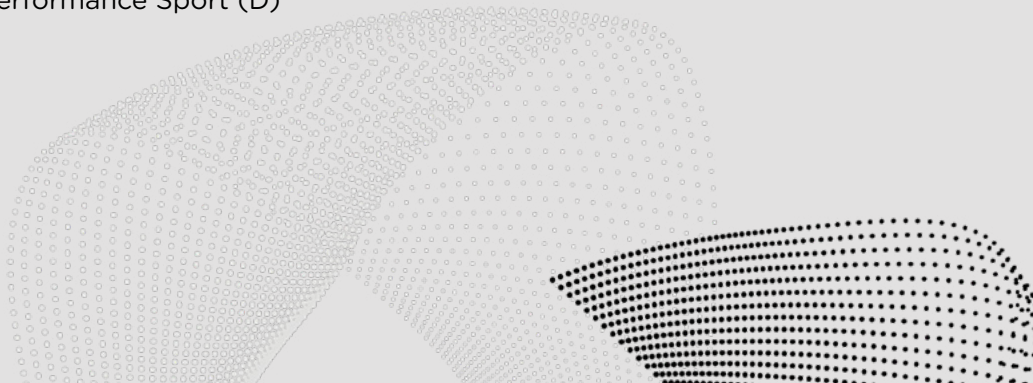
SKILLS / ABILITIES / KNOWLEDGE

- Strategic thinker, able to create a vision and inspire its delivery (E)
- Excellent analytical, problem solving and decision-making skills, overlaid with high emotional intelligence (E)
- Excellent communication and presentation skills – communicates effectively, clearly and confidently in written, verbal and electronic forms. (E)
- Confident with leading and managing change across a range of stakeholders, organisations and agencies. (E)
- Relevant in depth knowledge of high performance sport and the wider performance sport landscape (E)
 - A strong network within high performance sport (D)
 - A natural with numbers, you make managing budgets a doddle (E)
 - Ability to work flexible hours and travel nationally / internationally as required (E)
 - Strong IT Skills -including Office and performance databases (E)

ATTRIBUTES

- Naturally curious with a desire to be at the cutting edge of performance sport
- Thrives off being agile and solution focused
- Has an appetite for risk where it is needed to achieve great things
- A natural leader of people and relationship builder but not afraid to take decisive action
- Resilient with a high level of self-awareness
- Passionate about netball and professionalisation of women's sport

EDUCATION / QUALIFICATIONS

- Degree level qualification or equivalent (E)
 - Specific qualification in High Performance Sport (D)
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THE RECRUITMENT PROCESS

Dawn Brown from Positive Dynamics is supporting England Netball to lead the search for our new Performance Director

All conversations will be held in the strictest of confidence and your information will only be shared with England Netball with your consent.

Stage 1 Initial candidate conversations to assess interest and suitability

Stage 2 Deadline for applications 5 October 2020

Stage 3 Shortlisting of candidates

Stage 4 Virtual First Stage interviews with CEO and key stakeholders 15/16 October

Stage 5 Second Stage interviews with senior internal & external stakeholders 29/30 October

Stage 6 Offer

Stage 7 Obtaining References

TO APPLY

For more information and a confidential conversation about the role please contact
Dawn.Brown@positivedynamics.co.uk

Applications to be made via the Work for Us section @ www.EnglandNetball.co.uk/about/work-for-us/

EQUAL OPPORTUNITIES:

England Netball is committed to equality of opportunity and actively welcomes applications from all suitably qualified persons from the BAME community, disabled people and people from the LGBT+ Community



