



Candidate Brief

Executive Performance Director



Background

British Curling is the organisation that manages and develops elite curling in Britain. It is responsible for delivering an elite performance programme for the sport that will ensure British curlers can achieve their potential and, ultimately, deliver medals in Olympic and Paralympic competition.

British Curling works in close partnership with its principal funder UK Sport, Performance Programme partner **sport**scotland institute of sport and BC's member organisations: Scottish Curling, English Curling Association, Welsh Curling Association and the Scottish Wheelchair Curling Association.

With a state-of-the-art world class National Curling Academy that opened in 2017 and located in the Stirling Sports Village, the Executive Performance Director is supported by a senior leadership team to implement progressive changes to further propel the British Curling programme in pursuit of short and long term targets.

With a competition schedule that commences from the end of August until April the Executive Performance Director will play a pivotal role supporting athletes and staff to maximise outcomes from this schedule.



Job Purpose

The Executive Performance Director is responsible for the overall strategic delivery of British Curling's mission to provide world class coaches and support programmes to our world class athletes, leading to a culture of consistent podium performances at a world class level. The teams are men's, women's and mixed doubles with the potential of a wheelchair programme.

Line managed by the Chair, reporting directly to the Board, she/he will have responsibility to develop a high performing team capable of realising British Curling's strategic vision, ensuring business sustainability and 'in arena' success. She/he will work closely with partners to implement a multi-dimensional support programme, incorporating experts in the delivery of coaching, sport science and medical support, to ensure the optimum needs of the athletes are met.





Main Responsibilities

Establish a performance vision and provide strategic direction through:

- Being the advocate for change by creating and driving a world class environment and medal winning culture in each discipline, through the building of strong relationships with all stakeholders including technical, management and administrative staff.
- Taking responsibility for the attraction, recruitment and retention of all programme staff, including implementing the relevant NGB employee policies and performance management systems to ensure that all members of staff have personal development programmes in place.
- Working closely with the senior leadership team to set challenging but realistic targets and establish the operational plan and resources necessary to meet the agreed targets. This will include amongst others:
 - The coaching model for preparation and competition
 - Squad structures
 - Selection standards
 - Selection policies for squads and events
 - Performance reviews (of WCP, staff and athletes)
 - Activity plans for training camps, competitions, control events etc.
- Maximise the opportunities provided by the world-class National Curling Academy (NCA) at Stirling Sports Village.
- Working in partnership with Scottish Curling, providing direction and support to the Pathway Manager responsible for the U24 and U17 age groups.

Organisational Management

- Full responsibility for the production and delivery of the British Curling strategic plan – accountable to the Board and all funding and delivery partners as appropriate.
- Responsible for the establishment, refinement and monitoring of the four-year Olympic/Paralympic strategy and to derive an annual operational plan with detailed budgets for the World Class Performance Programme in consultation with the Chair and Board. This will involve working with a change management group who have developed a full programme following the Beijing strategic review.
- Responsible for the preparation and submission of funding applications to maximise public funding investment to support delivery of the organisation's strategy and business plan.
- In conjunction with the Senior Leadership Team, embed a set of organisational values and a performance culture that inspires and respects all athletes, staff and partners.
- Champion core cultural values and ensure that the organisation's commitment to equality, diversity and inclusivity is embedded into the strategy and operational business plans and the actions and behaviours of everyone within British Curling.
- In conjunction with the Board, ensure the effective governance of British Curling, including appropriate management of public funding, compliance to legislation, facilitating and sustaining management processes, and ensuring the organisation always operates 'best practice'; this includes, but not limited to, the areas of ethics, child protection, welfare and health and safety.
- Ensure that the British Curling Anti-Doping policy is fully accepted and integrated by all those involved in the World Class Programme.



Relationships

- Develop and maintain strong relationships with athletes, staff and partners in line with the organisational values.
- Develop and maintain strong relationships with key external stakeholders, who are contributing to the key objectives of assisting athletes to win medals at the Olympics/Paralympics/ World Championships.
- Report to the Board on all strategic aspects of the World Class Programme and gain its approval for implementation, along with similar reporting to funding partners on the targets planned and results achieved.
- Develop and lead on the engagement of key public funding partners (UK Sport, Performance Programme partner **sportscotland** institute of sport and BC's member organisations: Scottish Curling, English Curling Association, Welsh Curling Association and the Scottish Wheelchair Curling Association and Stirling Council who host the National Curling Academy) and oversee the wider stakeholder engagement strategy.
- Be prominent on the World stage to ensure that good relationships with the World Curling Federation and other national Federations are achieved in support of the Programme goals.
- Work to achieve a sport specific profile at all levels via media opportunities and attendance at competitions.

The above list is not regarded as exclusive or exhaustive, as there may be other duties and requirements commensurate with the post, which the incumbent may be required to perform.

Facts & Figures

- Olympic funding for the Beijing cycle £5.05m
- WCP leads on the prioritisation of a £188k P/A pathway funding support for Sport Scotland
- Management of a £3.5m National Curling Academy at Stirling Sports Village
- Approx. 10 members of staff
- 18 funded athletes on APA's





Personal Specification

Professional Competencies

Essential

- Has experience of leading and managing successful high-performance programmes at World and Olympic level
- Thorough understanding and appreciation of world class standards in senior high-performance sporting environments
- Comprehensive understanding of coaching, sport science and medicine, international competition and talent pathways
- Highly developed managerial and administrative skills
- Broad-based business / sport experience, including working at Board level and directing and providing strategic leadership in a complex publicly funded or commercially focused organisation to deliver challenging targets.

Desirable

- Innovative thinker with a track record of exceptional achievement in turning strategies in to effective reality to achieve sustainable growth and ensure outstanding levels of service delivery to multiple stakeholders.
- Outstanding leadership capabilities supported by an energetic, persuasive and engaging personality and the skill to balance driving for results with instilling a culture of collaboration, team working, innovation and support.
- Excellent commercial acumen and proven ability to lead and grow a high performing business.
- Exceptional influencing and negotiation skills with the credibility to nurture strong relationships with key internal and external stakeholders at all levels.

Leadership Attributes

- Can establish a performance vision and provide strategic direction
- Demonstrable ability to lead small teams and build organisational talent effectively
- Strong planning and organisation skills with experience of leading effective change management initiatives.
- Developing and maintaining strategic relationships with the ability to build trust and confidence with stakeholders

Core Attributes

- Creative problem solver
- Demonstrable ability to develop concepts and plans
- Can assimilate and respond to different cultural situations
- Outstanding communication skills – written, verbal and presentation
- Ability to work effectively as part of a team with good interpersonal and presentation skills with the ability to network effectively
- Good self-awareness, emotional intelligence and 'political instincts'



Other Requirements

- Ability to work away from home, with weekend working, irregular hours and significant travel abroad
- To be based at the National Curling Academy or British Curling offices at least up to 4 days a week

British Curling welcomes applications from people from all communities and has publicly committed to diversity in all appointments

