

**INCLUSIVE  
BOARDS.**

**WE ARE  
ALL  
ROUNDERS**



ROUNDERS ENGLAND

# CEO RECRUITMENT PACK



# MESSAGE FROM OUR CHAIR

I joined the Board of Rounders England in order to be part of a dynamic growing organisation with a passion to get everyone active and connected through Rounders.

We can see how Rounders has the potential to be a go-to participation activity across the country. It is a perfect, accessible, inclusive group game and can meet the needs of a modern participant. It is also packed with great players, umpires, teams and is held in genuine affection across the country.

We want to recruit a CEO with a burning desire to deliver a strategy for a sport that reflects society and the way people approach sport and recreation today. They will want to do this by forging the best partnerships; growing our membership and delivering a step change to Rounders that sets the standard for sport. In this role you will have the opportunity to create and deliver a strategy for a modern sport with a great tradition – join us!

**KATHERINE KNIGHT**  
**CHAIR**



# MESSAGE FROM OUR CEO

After 20 years of working for Rounders England, the last 10 as a CEO; the time has come for me to move on.

Rounders England is a progressive forward thinking National Governing Body (NGB) with a skilled and dedicated staff team and an effective Board.

The NGB is poised for the next stage of its development and if you have the passion, this role is a fantastic opportunity to be part of the transformational Rounders England journey.

Good Luck!

**ALISON HOWARD**  
CEO



# INTRODUCTION

Rounders has been played since the eighteenth century. The National Rounders Association was formed by a small group of teachers in 1943, with the primary aim of standardising the rules. The Association continued in an entirely volunteer capacity to develop standardised rules, competitions, adult clubs and to support school rounders development. In the mid 1970's an England adult team was selected and matches were played against Wales.

In 2009, the organisation gained financial support from Sport England which enabled a move to the office in Sheffield and the appointment of paid staff to grow the game. The current CEO has successfully unified the sport under Rounders England and made the organisation part of the sporting landscape.

The Sport England funding has helped us to provide a structure for the sport; with a strong Board of independent and elected directors, an effective staff team, a volunteer network and adult and youth players. We run the England squads, deliver competitions, support teams, offer membership programmes and coach and umpire training. We work closely with our partners at Sport England, the Sport and Recreation Alliance, Active Partnerships and other sport National Governing Bodies.

## OUR 2017 - 2021 VISION

- Jaw dropping performance and participation
- Powerful allies and partners
- High visibility and profile
- Control of our destiny

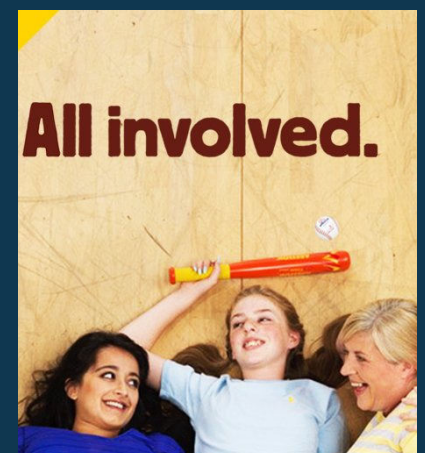
## OUR MISSION

Connecting people through Rounders

## OUR VALUES

- Fun
- Passionate
- Accountable
- Straight-Talking

We also strive for excellence, collaboration and a major focus on our customers



# STRATEGIC OBJECTIVES AND AMBITIONS

## #WEAREALLROUNDERS

These objectives are supported by funding from Sport England;

- A review of our Competition Strategy - leading to a range of new competitions that align with customer needs
- Members' Club - leading to a greater connection between Rounders England and its members, as well as between members
- Better services to teams and leagues - helping people to stay connected with Rounders at different stages in their life
- Helping inactive people become more active through Rounders - we will pilot a new programme in 2018.

These ambitions are supported by funding from Rounders England;

- Local delivery of Rounders through partnerships, with existing and new locations and audiences
- Customer facing brand development and social media to make people more aware of us and our game
- Programmes for young people and the return of Rounders to the list of assessed sports for GCSE/A level
- New products and commercial agreements.



# 80,000 adults

and almost every school child playing at the end of 2017, there has never been a better time to get involved\*.

\*Link to 2016 data - [Click Here](#)

# JOB DESCRIPTION

<b>Job Title:</b>	Chief Executive Officer
<b>Contractual Status:</b>	Permanent, Full-Time
<b>Hours of Work:</b>	This role includes travelling and some unsocial hours.
<b>Place of Work:</b>	Flexible (HQ is in Sheffield), travel will be required.
<b>Salary:</b>	Negotiable plus standard benefits package.
<b>Position reports to:</b>	The Board through the Chair.
<b>Responsibility for:</b>	Leading and delivering the Rounders England strategy. Leadership is core along with organisational management.
<b>Delegated Authorities:</b>	Senior Management Team

## SUCCESS CRITERIA

- You will be responsible for the delivery of Rounders England (RE) strategy to 2021.
- You will be required to create and deliver the next strategic plan with the RE Board .
- You will provide effective strategic, operational and leadership support to the RE Board.
- You will be responsible for the leadership and management of the executive team.
- You will ensure continuous financial sustainability of RE by securing public and private sector partner funding.
- You will need to forge strategic partnerships at national level.
- You will act as an effective Board member by supporting the Independent Chair to ensure good governance.
- You will work on maintaining the highest standards of operations.
- You will act as an accountable officer to Sport England and support by providing governance evidence to Sport England governance code.
- You will raise the profile of Rounders England within the sport sector and externally with key stakeholders.





# PERSON SPECIFICATION

1

Qualifications	Definition
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|-----------|--|
| Essential | <ul style="list-style-type: none"> <li>Degree or equivalent with evidence of leadership skills and Continuing Professional Development.</li> </ul> |
|-----------|--|

2

Experience	Definition
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- |           |   |
|-----------|---|
| Essential | <ul style="list-style-type: none"> <li><b>Strategic thinking:</b> Evidence of strategic thinking, vision and successful implementation.</li> <li><b>Leadership and change management:</b> Proven leadership qualities and change management abilities with the capacity to direct and support RE to achieve its objectives.</li> <li><b>People and financial management:</b> Sound management abilities with at least four years' senior management experience.</li> <li><b>Governance:</b> Prior experience of working with a Board in a voluntary, public or private organisation, and the ability to develop a positive, robust relationship with a Board and Chair.</li> <li><b>Profile raising and representation:</b> The ability to raise and maintain the profile of Rounders England and its members.</li> <li><b>Membership organisations:</b> Experience of growing and maintaining membership.</li> <li><b>Policy work:</b> The capacity to exert influence on relevant policy and practice at national and regional level and in other sectors and organisations.</li> <li><b>Funding:</b> Ability to broaden income base and successful fundraising, bid tenders or commercial activity.</li> <li><b>Partnership working:</b> Evidence of forging strong partnerships leading to successful programme delivery and/or funding.</li> <li><b>Entrepreneurial:</b> Evidence of building and achieving progress beyond expectations.</li> </ul> |
|-----------|---|

### 3

Knowledge	Definition
Essential	<ul style="list-style-type: none"><li>• Clear understanding of the sports sector and the place of Rounders and Rounders England within it.</li><li>• Awareness and understanding of equality and safeguarding.</li></ul>
Desirable	<ul style="list-style-type: none"><li>• Understanding of Sport sector and Rounders England.</li><li>• Understanding of customer led approach and behaviour change and how it can be applied to sport.</li></ul>

### 4

Technical competencies	Definition
Essential	<ul style="list-style-type: none"><li>• <b>Strategic Thinker:</b> Able to establish, deliver and measure KPIs</li><li>• A strong relationship builder.</li><li>• Determined and with a passion to keep improving.</li><li>• <b>Personal qualities:</b> Need to 'fit' our values: fun, passionate, accountable, straight-talking.</li><li>• Excellent team leadership skills with the capability to manage and inspire all employees.</li><li>• Ability to build trust and work in partnership with the members of the Board and to leverage their knowledge and experience.</li><li>• Outstanding commitment to the development of sport.</li><li>• Dynamic and enthusiastic leader with vision and the ability to develop strategic goals and implement them.</li><li>• Commitment to equity and diversity.</li><li>• Ability to think 'outside the box' and recognise potential.</li><li>• Excellent verbal, written and presentation skills and the ability to influence and inspire others.</li><li>• Customer focused.</li><li>• Understanding of effective membership programmes.</li><li>• Commercial thinking.</li><li>• Establishment of goals and measures.</li><li>• Organised and be able to meet timelines and targets.</li></ul>

### 5

Location	Definition
Essential	<ul style="list-style-type: none"><li>• Independent travel access to Sheffield on a regular basis and nationally when appropriate.</li></ul>
Desirable	<ul style="list-style-type: none"><li>• Car owner with a driving license.</li></ul>





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# HOW TO APPLY

The recruitment process is being undertaken by Inclusive Boards on behalf of Rounders England. If you wish to apply for this position, please supply the following:

- A detailed CV setting out your career history, with responsibilities and achievements.
- A covering letter (maximum two sides) highlighting your suitability for the role and how you meet the person specification. Please note that the covering letter is an important part of your application and will be assessed as part of your full application.
- Please provide details of two professional referees together with a brief statement of the capacity and over what period of time they have known you.
- Referees will not be contacted without your prior consent.
- Diversity monitoring form – Your data will be stored separately from your application and will at no time be connected to you or your application.

To apply for this role, please send your CV and cover letter to:

**Ros Hollinghurst**

Ros.h@inclusiveboards.co.uk

075-681-377-14

Closing deadline: 26th May 2019; 23:59

**GOOD LUCK!**



ROUNDERS  
ENGLAND  
Approved