



CHIEF EXECUTIVE OFFICER RECRUITMENT PACK

 **BE PART OF THE EXCITEMENT**



**ENGLAND
HANDBALL**

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England Handball, the journey so far

Handball has been played in England for almost 50 years since it was first run by a group of teachers in the North West. For almost four decades it was mainly played by foreign nationals living in England but with very little awareness in the wider sporting landscape.

However, that situation changed in 2005 when London was awarded the right to host the 2012 Olympics and Paralympics. At that point, the EHA was still a voluntary organisation, but the opportunity to access public funding in preparation for the London Games meant that a more formal structure was required and the passionate group of volunteers created England's recognised National Governing Body (NGB) for Handball.

England Handball received its first official investment from Sport England for the 2009-13 funding cycle as one of the development sports linked to the Olympics. This enabled the appointment of more paid staff and the start of a journey of increasing delivery and awareness of the sport with a significant focus on growing participation in schools.

Popularity soared following the 2012 Games demand for courses and activities increased significantly. Leagues and competitions grew in size as new teams were established and partnerships with a range of agencies and England Handball appointed its first national team of development staff.

A doubling of funding for the 2013-17 cycle enabled the recruitment of the first paid CEO and the establishment of the current structure of the association. England Handball is now fully compliant with the Code for Sports Governance, and continues to prioritise good governance and effective leadership.

In April 2017, the EHA received a further increase in Sport England investment through to 2021, one of only a small handful of governing bodies to do so. This was in response to the continued growth of the game in England and a measure of investor confidence. England Handball was also shortlisted for the NGB of the Year Award by the Youth Sport Trust in November 2017 in recognition of Handball's engagement with schools.

England Handball, the onward journey

The achievements of recent years have created the ideal platform for an exciting future and the England Handball Board has set an ambitious strategy for growth, innovation, inclusion and sustainability.

Handball is set to become a core university sport, recognised by British Universities and Colleges Sport; growth in participation and membership are anticipated; and the performance of elite Handball teams continues to improve on the world stage.

The future is not without challenges and the sports sector is constantly evolving with a need to open sport to wider groups through creative partnerships, new formats and inclusive practice. England Handball is sufficiently agile to be able to respond to opportunities as they arise, and the Board works closely with the staff team to review and adapt the strategy to ensure we are focused and efficient in our delivery.

Changes in public policy and investment mean NGBs are subject to rigorous standards and, as we move towards the 2021-24 funding cycle, England Handball will have to make a strong case for continued funding based on its ability to deliver sporting, social, inclusion and talent development goals.

The new CEO will be joining a vibrant, dedicated team of staff and volunteers, and will be expected to build on our achievements to create a successful and sustainable future for Handball.

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Vision, Objectives and Mission

Our Vision: Everyone to have the chance to 'be part of the excitement' of Handball.

Key Strategic Objectives:

To achieve our vision, we have established three clear objectives.

We want to enable as many people as possible to:

1. **Discover** handball in any format: Ensuring that they have access to suitable, cost-effective opportunities to get involved in the sport wherever they live.
2. **Engage** actively and regularly in the sport. This could be:
 - playing regularly
 - coaching/leading activities
 - volunteering
 - watching a local match
3. **Achieve** their potential in whatever role they choose within handball: This means providing clear routes of progression, and recognising people have different aims and objectives.

Our Mission

We recognise we cannot achieve these objectives on our own, nor is it our intention to try and deliver them in isolation.

This is the premise behind our stated mission:

England Handball is the growth engine for the sport in England. Through our expertise, insight and knowledge, we will work with a range of partners to provide the opportunity for anyone to be part of the handball community.

Central to this mission statement is the focus on partnerships as the best route to achieve success. England Handball recognises in certain cases there are other organisations that are better placed to undertake some of the delivery work.

This approach requires the maintenance and development of existing relationships, and the identification of new partners for future engagement.

Some Key Statistics

- Almost 2800 current members of England Handball
- 42% female membership
- More than 200 teams now competing in EHA organised competitions from U14 to senior levels.
- 1730 teams from 750 schools and over 20,700 students took part in 2018/19 National Schools competition an increase from 25 teams in 2010
- More than 1200 leaders, coaches and officials trained in the last year – a total of over 8000 in the last six years
- Over 9200 Twitter followers
- 2018 and 2019 National Cup Finals streamed live on BBC Sport website
- Annual turnover has increased by over a third since 2013.
- 62% of funding from non-Sport England sources
- EHA has become one of the first governing bodies to have a greater percentage of female board members, including a female Chair elected in Sept 2017.

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Message from the Chair Tracy Watkinson



Exactly two years ago I applied to be the Chair because I wanted to be part of the excitement of Handball in England, supporting its growth. Handball is the most exciting, high scoring, action packed team sport that can be played anywhere by anyone, encompassed by a great handball community. It is still relatively small in England compared to the presence of Handball across the rest of the world, and so the opportunity for continued growth guarantees more excitement ahead.

We have a great depth of experience and diversity on the Board, from within Handball and other Sports, as well as corporate backgrounds like myself. Together we are passionate about the future for Handball.

We are excited to find the next leader who will share our ambitions, deliver the strategy, and grow the sport.

Equality and diversity

Handball belongs to, and should be enjoyed by, anyone who wants to participate in it. EHA is fully committed to;

- promoting equality of opportunity;
- promoting good relations between people with diverse backgrounds and needs;
- eliminating harassment, unlawful and institutional discrimination and victimisation.

All appointments, whether for staff or volunteers are carried out in accordance with the EHA's Fair Recruitment and Selection Procedure, and we welcome applications from those communities under-represented in sport, in particular people from ethnic minorities, people with disabilities and women.

England Handball is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.



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Job Description

Job Title	Chief Executive Officer
Contractual Status	Permanent, full time, fixed term subject to funding
Salary	£55,000 to £60,000
Reports to	The Board through the Chair
Place of work	Flexible (office in Warrington)
Hours	Includes traveling and some unsociable hours. Car and driving licence required.
How to apply	<p>We have appointed Inclusive Boards as the official agency to support us with this recruitment process. Please send your CV and covering letter outlining how you demonstrate the required skills and experience to ros.h@inclusiveboards.co.uk by the 5th July 2019.</p> <p>If you would like to discuss this opportunity further, you can also contact Ros via email or by calling 0115 934 8437 or 07568 137 714.</p>
Candidate selection	<p>Interview candidates will be informed on the 10th July</p> <p>First stage interview will be on the 15th July at Sport England office, London.</p> <p>Second stage to meet the England Handball Association senior management team, including the final interview, will be on the 18th July at the EHA office in the Halliwell Jones Stadium, Warrington.</p> <p>Candidates will be informed of the final decision by the 26th July.</p>

Key responsibilities

- Delivery of the England Handball strategy to 2021 and coordinating the development of the next strategic plan.
- Putting the handball community (members, clubs, referees, coaches, officials and volunteers) at the centre, nurturing relationships and driving strong communication.
- Ensure a high quality of service is provided, and work collaboratively with the handball community to deliver the strategy.
- Effective strategic, operational and leadership support to the England Handball Board to ensure the highest standards of operational delivery.
- Leadership and management of England Handball staff and volunteers, ensuring the highest standards of delivery.
- Development of strong and effective strategic alliances with external organisations to support England Handball and the delivery of its strategic plan. Key partners include British Handball, Sport England, Education sector, the Sport and Recreation Alliance, European Handball Federation and the International Handball Federation.
- Act as the accountable officer for the Exchequer and National Lottery funds received from Sport England, providing evidence of good governance and achievement of outcomes.
- Be an advocate and ambassador for England Handball and the sport generally, raising the profile of England Handball, its brand and its potential.
- Implement and maintain a comprehensive funding strategy that draws on a range of sources, ensuring financial sustainability and driving growth.
- Lead the annual budgeting and operational planning process and ensure England Handball operates under sound financial management.
- Act as an effective Executive Director on the Board by supporting the Independent Chair to ensure good governance.
- Acting as an Executive Director on the British Handball Board, as an England Handball Representative. Responsible for the BHA bank account and handling all financial transactions on behalf of the Board.

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Required skills and experience

- Relevant experience in a senior leadership role.
- Experience of creating a high performing organisation that fosters innovation and empowers people.
- Effective leader and manager of people, with excellent interpersonal skills and the ability to build strong relationships internally and externally.
- Strong business acumen with good commercial instincts, demonstrating effective marketing and negotiation skills.
- Proven track record of securing resources to achieve strategic goals, including commercial partnerships and diverse revenue sources.
- Ability to cultivate positive relationships with stakeholders.
- Understanding of financial data and accounts along with an ability to spot trends and take decisive action.
- Excellent verbal, written and presentation skills with the ability to inspire others.
- Experience of defining and delivering against success measures that drive high quality service.
- Previous experience of working within sport, and or working in a Board environment, is desirable.

This job description is not intended to be exhaustive and will be amended in light of the changing needs of England Handball.



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