



BRITISHROWING

Job Description

CHIEF EXECUTIVE OFFICER

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Job Title	Chief Executive Officer
Reports to	Chair
Directorate	N/A
Place of Work	Hammersmith, potentially moving to Caversham

Job Purpose

British Rowing aspires to lead the way as to a genuinely modern and progressive National Governing Body, and is seeking an exceptional candidate who can inject pace into the delivery of projects and ideas that will benefit our members and/or create the best environment for the GB Rowing Team, at the same time as bringing stability and focus on the bread-and-butter of sports governance. The successful candidate will bring wider perspectives and experiences than just rowing knowledge or sports governance, but will have an intuitive feel for and interest in both. They will buy into the sport's vision and have the knowledge, experience and know-how to make it a reality, building a team to deliver it.

The organisation is going through a significant period of change. The new CEO will therefore have strong people skills and be experienced in change management. They will need to drive delivery of an already-agreed strategy across both the membership- and high performance sides of the sport, building confidence in the Executive team and partnerships across the organisation and externally – with the volunteer-base and with British Rowing's key stakeholders in domestic and international sport.

Getting things done – and in the process ensuring that the NGB facilitates projects within the sport and enhances the experience of its participants - will be a key driver of success, delivering on the Board's clear desire for quick progress whilst at the same time working within the constraints of a need to balance the books. The successful candidate will therefore need to understand the importance of sequencing – delivering on quick wins while putting in place the building blocks on which the wider strategy can be firmly founded over the medium to longer term – and to be comfortable creating organisational structures that ensure the right people are in place to get work done in creative ways, and in areas that will make the biggest difference, in order to make money available to develop further. Often this will be in collaboration with volunteers, and the successful candidate's style is likely to need to reflect the fact that not all execution can necessarily be directive.

Responsibilities

This list is not to be regarded as exclusive or exhaustive, as there may be other reasonable duties and requirements associated with the post, which British Rowing may call upon the post-holder to perform from time to time. However, the five key requirements of the role are:

- 1) Line management of the senior leadership team, split across Hammersmith (with its focus on the membership side of the sport) and Caversham (and the delivery of our High Performance goals, including but not limited to Olympic and Paralympic success)
- 2) Delivery of British Rowing's strategy for achieving financial stability, growing participation and membership, and developing the sport (both within existing and to wider communities), as agreed by the Board in the summer of 2018 and reconfirmed in the summer of 2021
- 3) Delivery of a balanced budget
- 4) Improving and building on membership satisfaction, both through delivering for members and by developing working partnerships that draw on the expertise of both the volunteer base and the wider membership of the sport to execute
- 5) Creating a high-performing working environment with a culture where people enjoy contributing to the success of the sport in its widest terms, such that British Rowing becomes a place where people (not just within the world of NGBs but more broadly within sport) aspire to work and an employer of choice, and people who are not direct employees of the NGB feel inspired to volunteer and contribute, confident that their contribution makes a difference

Person Specification

The successful candidate is likely to be:

- The personification of a 'can do', 'nothing is impossible' mindset
- Accustomed to fast-paced working environments where delivery is key
- Calm and measured
- Analytical and evidence-based, but quick to grasp data and concepts
- Strategic, and able to move quickly to understand the key opportunities and deliver them quickly. Experience in getting from A to B quickly in the context of the restraints of sport in Britain and government funding is critical
- Highly experienced in bringing strategy into progressive/creative operational plans
- Inquisitive
- Always on the search for continuous improvement and success, and willing to draw on whatever expertise is available to deliver both – even if it comes from an unlikely source
- Able to build a strong working culture and ethic
- Able to bring people with them whilst giving clarity of direction, both to shape the organisation and make the tough decisions on what it needs to do to make the biggest difference
- Capable of managing short-term resources effectively and affecting change within current frameworks

- Able, at the same time as understanding the sporting landscape at every level from club to performance (particularly as it relates specifically of rowing), to navigate barriers that limit development and the wider strategic aims
- A strong collaborator who easily builds internal and external relationships and partnerships

And to have:

- A strong understanding of the sporting landscape and how to get the best out of it
- Broad experience that crosses the multiple functions of an NGB
- A strong financial understanding and a commercial mindset which focuses on value-add spending and return on investment
- A clear vision of the future structure required to deliver success within the sport's means

Additional Information

Standard working hours are 9:00 to 17:00 Monday to Friday, although flexibility is required in order to ensure core objectives are achieved. National, and less frequently international, travel may be required.

Equal Opportunities

British Rowing is committed to equal opportunities for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.