

INFINITY BOAT CLUB, A NEWLY FORMED CHARITY, JOB DESCRIPTION

Job title: Chief Executive

Reporting to: Board of Trustees

Location: Teesside

Salary: £50-60K plus pension (depending on experience)

Overview

Infinity Boat Club, a non-for-profit organisation, aims to improve young lives by bringing the benefits of competitive rowing to the most disadvantaged groups of young people in the Middlesbrough/Stockton area in the age range 13-18 years. Rowing is a sport that has the potential to form and transform the character, resilience and health of young people through the skills, teamwork, physical activity, and personal disciplines it fosters. Rowing requires little prior sporting background, can be learned as a teenager and is able to incorporate a wide base level of physical capabilities, often engaging those who have not participated in sports programs previously. Rowing rewards both individual and team effort. Initial improvement of skills and physiology can be rapid, motivating and incentivising young people to commit individually and collectively to further training and practice. The discipline and routine of regular practice with crewmates, on the water and in the gym, in all weathers, fosters a tenacity and resilience in the athletes.

Infinity Boat Club will be a newly formed charitable organisation with its own governance arrangements and leadership largely, but not exclusively, comprised of the Founding Team who include:

- Stephen Peel a businessman, philanthropist, and former international and Olympic rower who strongly believes in the power of rowing to build resilience and other positive life skills in young people. He is committing to working with Love Rowing and Tees Rowing Club to help design and set up the club and to provide the necessary funding.
- Love Rowing is a charity affiliated with British Rowing committed to increasing the access to rowing of disadvantaged groups. Love Rowing provides important connectivity between the club and the UK rowing community. Sally Corander, Director, has considerable experience in building youth sports programs.
- Tees Rowing Club is the principal rowing club based out of the River Tees Watersports Centre (RTWC). It shares the RTWC with several other clubs. The RTWC is a large modern facility on a superb stretch of water for rowing. Tees RC benefits from a well-invested fleet of boats and coaching launches, which are essentially unused for significant portions of the week. Tees RC's sponsorship of Infinity BC is championed by Kate O'Sullivan, the head coach of its junior rowing program, and vice-chair of British Rowing. Kate has experience of reaching out to local youths and success in coaching inclusive crews.

Infinity Boat Club will work closely with local schools and youth organisations to attract and develop students from disadvantaged backgrounds. Initially, it will aim to provide a comprehensive rowing program with associated coaching and personal support to some 40 girls and boys in each year group starting at age 13 (year 8) to age 18 (year

13). Once the model is proven, the Founding Team aspires to expand the program to even larger numbers of young athletes.

The club will base its on-water rowing activities at the RTWC and will put in place commercial agreements to utilise resources owned by Tees Rowing Club. The RTWC is owned and managed by Tees River Users Trust Ltd (TRUT), a not-for-profit company limited by guarantee. The Infinity Boat Club will become a new member of TRUT and will have the right to appoint a director to TRUT's Board.

In addition, it is anticipated that the club will lease a space for a gym and clubhouse close to the RTWC.

Job Purpose

The CEO will lead in establishing Infinity Boat Club and help build the organisation, team, capabilities and partnerships. The CEO will embrace the vision and provide strategic leadership in developing the required delivery team, enabling the club to establish effective collaborations with key stakeholders. They will act as the lead ambassador for the club and raise our profile with all supporters and stakeholders. Our values and culture will be key, and the CEO will lead and empower staff (including volunteers) while fully embracing diversity and inclusion. Medium term, they will work to develop fundraising plans to grow the organisation beyond its initial funding and funders. They will be accountable to the Board of Trustees for ensuring the charity operates legally and safely.

The CEO will establish and lead a team of primarily paid staff who will deliver coaching, training and mentoring in rowing, in the gym and on the water, building the team as participant numbers increase from an initial 40 or so to around 200 in due course. Whilst the primary purpose of the Infinity Boat Club is to develop young people, participation at competitive events from time to time is also to be expected.

Overall Responsibilities

Vision and Strategy

- Work with the Board of Trustees to construct an inspirational vision
- Develop and implement a strategy to deliver the vision
- Translate the strategy into realistic operational plans
- Measure and deliver progress against agreed Key Performance Indicators

Partnerships

- Develop partnerships with other organisations that complement and support the objectives of Infinity Boat Club
- Build relationships with local schools, youth organisations and Local Authorities

People and Culture

- Taking overall responsibility for the recruitment, management, supervision, training and development of all staff, delivery partners and volunteers
- Lead, inspire, support, and empower staff and volunteers
- Understand the needs of the target young people and provide leadership, mentorship, and act as role model to them.
- Embed a clear set of values and ensure all staff and volunteers embrace them
- Create a culture of continuous improvement throughout the charity
- Lead the commitment to diversity and inclusion throughout a fully engaged workforce

Governance

- Build an effective relationship with the Board of Trustees
- Ensure the charity meets all legal, statutory, and regulatory requirements
- Construct a comprehensive risk register and use it as a key directional tool
- Ensure the charity has effective policies in all areas, especially in the area of safeguarding, building appropriate support for each participant as an individual to enhance their self-worth and aspirations.
- Ensure the annual report and accounts are submitted on time
- Develop and maintain relationships with appropriate levels of governance
- Build relationships with Tees Rowing Club, the TRUT and its members
- Act as lead ambassador for the club, build relationships with stakeholders and supporters, represent the club at external events
- Explore ways to enhance the club's branding
- Be fully conversant with developments and changes in the overall fundraising environment
- Develop and deliver a strategy to generate further funding beyond the initial donor commitment in order to grow the club.

Person Specification

We are looking for a visionary leader with a warm personality. An adaptable, approachable, charismatic, and influential individual who is passionate about the values, ethos, and mission of the club. Our ideal candidate will be capable of working with young people, their schools and families, key influencers, and connections across the voluntary, statutory, and private sector, and be able to influence stakeholders, to maximise the impact of Infinity Boat Club on the lives of the local youngsters and their community. A background in rowing is not a requirement for this role. The skills and experience we seek include:

Essential Experience

- Ability to emphasise, lead and inspire young people from disadvantaged backgrounds
- A successful leadership track record within an appropriate organisation demonstrating an ability to deliver results
- Proven experience of robust financial and budget management, constructing income targets and developing financial sustainability

- Strong networking and influencing skills with an ability to build excellent collaborative relationships with a wide range of stakeholders, along with a collaborative and direct approach to partnership management able to develop successful partnerships and generate support
- A confident and passionate communicator, able to influence and affect change alongside a wide range of external partners and stakeholders.
- A track record of growth; building an organisation and significantly increasing income
- Experience in working with disadvantaged young people and a track record of learning and understanding the backgrounds and challenges faced by each of the participants individually so that each is appropriately supported.
- Experience of empowering, motivating, and building teams through exceptional people leadership and interpersonal skills
- Experience of operating in an ambassadorial role, with a track record of positively raising an organisations profile and influencing external audiences
- Experience of working with a board of trustees or equivalent

Desirable Experience:

- Previous CEO or equivalent leadership experience
- Experience building teams and organisations
- Experience in working in sports related organisations (ideal but not essential)
- Background in key aspects of safeguarding e.g. KCSIE (Keeping Children Safe in Education), Prevent, Bullying, SEND etc and in generating appropriate policies

Personal Circumstances

- Full, clean driving licence and access to a car
- Demonstrable flexibility both in working hours and being able to adapt to change in what will be a constantly changing political, social and financial environment

Additional information

Standard working hours are 9:00 to 17:00 although a high degree of flexibility is required to fulfil the commitments of the role and weekend working will be required.

Application process

To apply, interested candidates should send CV and cover letter to Kary Van Der Horst at khorst@smpeel.com.

Applications are encouraged as soon as possible and not later than Friday 10th June 2022.

Equal opportunities

We actively welcome suitably qualified and eligible candidates regardless of age, disability, gender reassignment, marriage and civil partnership, sexual orientation, pregnancy and maternity, race, religion, belief and gender.

We actively encourage applications from candidates with experience of working with the club's target communities including school sport, people with disabilities and impairments, people from ethnic minority backgrounds and disadvantaged communities.