

A low-angle photograph of an archer in a dark blue and orange uniform, wearing glasses and a quiver, aiming a purple bow. The background is a bright blue sky with a halftone dot pattern. A large red and dark blue graphic overlay on the left contains the text. The overall design is modern and dynamic, with geometric shapes and a vibrant color palette.

ARCHERY GB CHIEF EXECUTIVE OFFICER

**CANDIDATE
INFORMATION**



WELCOME FROM MARK BRIEGAL, CHAIR OF ARCHERY GB

Thank you for considering the role of Chief Executive Officer for Archery GB at this pivotal time in our development as we shape a new future strategy to evolve and grow the sport. Our vision is to enrich lives through archery in Great Britain, from grassroots to performance level. Our mission - to rebuild, reimagine and represent archery in the next five years.

We want everyone who is involved in archery, from the beginner to an Olympian or Paralympian, whether an occasional or a keen archer, whether as a volunteer, coach, parent, supporter or member of our AGB team, to have the best experience possible and feel valued from their involvement with our sport.

We work closely with our clubs, counties and regions, with the home nations and with our colleagues at UK Sport and Sport England. We have close ties with World Archery and our international team helps develop archery elsewhere in the world.

We are working to broaden the reach of our sport and modernise our systems and structures to be ready for the future. We aim to become more visible, accessible and inclusive across all of our disciplines whilst growing our sport to attract more people in and to be even more competitive on the international stage. We are doing this through an empowered workforce of staff and volunteers and a process of digital innovation.

We are looking for a new Chief Executive who will lead us on this vital next stage of our journey and inspire us to deliver our vision, and beyond. If you are a proven and transformational leader with a clear vision to drive archery forward in the UK and internationally, we would love to hear from you.

We look forward to hearing from you and meeting the shortlisted applicants soon.

Mark Briegal, Chair

OVERVIEW

Archery GB is the national governing body for the sport of archery in the UK and the umbrella organisation for the Home Nations Associations. Our remit is to develop the sport in all of its forms through supporting our 700+ affiliated clubs and 40,000+ members, with guidance, safeguarding, welfare, safety and governance support alongside events, coaching and qualifications, competitions, club and partner support, campaigns to increase participation as well as the pathways that allow athletes to reach the highest levels of international representation and competition. Through our independent partner network many more people enjoy archery experiences and courses across the year.

We employ approximately 44 staff. About half of our team work within the World Class Performance Programme and England Talent Programme, while the rest contribute to areas of work including Community Development, Membership Services and Operations. We are located at our offices in Lilleshall, Shropshire and across the country through our regional teams. Lilleshall is also home to our state of the art High-Performance Centre.

The organisation receives funding from UK Sport and Sport England, to support athletes with Olympic and Paralympic ambitions and our Talent programmes, alongside income generated from membership, coaching qualifications and partnerships.

This is a pivotal time to join one of the nation's leading sports governing bodies as it seeks to drive growth and the accessibility of the sport into the future.

STRATEGIC PLAN

Our current working strategy can be found at www.archerygb.org/about/about-agb or you can **scan the QR code** to go straight to the document. One of the key roles of our new CEO will be to work with the Board to evolve this plan for the years ahead.



OUR ROLE?



- ▶ Preparing and implementing a vision and strategic plan for archery. Archery GB is the umbrella organisation for the English Archery Association, Archery Northern Ireland, Scottish Archery and the Welsh Archery Association.
- ▶ Developing and promoting the sport of archery throughout the UK
- ▶ Encouraging and growing participation and a life long love of archery
- ▶ Developing coaches, athletes, officials, judges and participants through education and continuous learning
- ▶ Supporting our clubs across the UK with guidance, programmes and governance
- ▶ Supporting our vast network of archery volunteers
- ▶ Organising a variety of events and competitions across all disciplines within the sport
- ▶ Identifying and providing the pathways to develop talent for elite level competition
- ▶ Upholding the highest levels of governance ensuring the safeguarding, safety and welfare of all of those who take part in Archery



***You will be a
hands-on people
person, curious as
to how we best
support and nurture
the sport at every
level in the future.***



JOB DESCRIPTION

CHIEF EXECUTIVE OFFICER



Reporting To: The Chair of Archery GB

Direct Reports: Performance Director, Participation Director, Director of Finance & Business Operations



Key Contacts: World Archery, UK Sport, Sport England, English Archery Association, Archery Northern Ireland, Scottish Archery, the Welsh Archery Association, Regional and County Associations



Location: Archery GB is based at the Lilleshall National Sports Centre, Newport, Shropshire, TF10 9AT. Flexible working is available with the requirement for the CEO to be in Lilleshall an average of three days a week. Extensive travel will also be required.



Hours: Such hours as are necessary to fulfil the duties. Regular evening and weekend working due to the nature of working in a sporting organisation.

PURPOSE OF THE ROLE

To excel in this role you will lead from the front to drive the organisation forward. You will be a hands-on people person, curious as to how we best support and nurture the sport at every level in the future. This role requires a visible leader in and outside of the organisation and someone who demonstrably brings people together under a common vision for the future.

You will be a collaborative leader who will empower a talented team of staff and provide clarity to the organisation and sport - helping to focus on the areas that make it thrive. You will be comfortable in taking challenges head on and naturally role model how that should be done with integrity, fairness and transparency. In addition you will be an excellent communicator with a commercial mindset who can continue to shape a modern and progressive sport available for all in the future.

AS CEO YOU WILL:

- ▶ Lead by example to create a culture of collaboration, learning and service at every level of the organisation
- ▶ Ensure the development and delivery of an effective and efficient 5-year strategic plan
- ▶ Identify relevant opportunities that fit with our mission, values and purpose to enrich lives through archery
- ▶ Recognise and champion the contribution that everyone makes from staff to volunteers, athletes and members
- ▶ Continue to manage the organisation through a period of considerable structural and cultural change
- ▶ Ensure compliance with key funding partner requirements including a clear governance framework and robust strategies to support safeguarding, EDI and sustainability

PRIORITIES

- ▶ Develop and deliver a new Strategic Plan supported by a robust measurement framework to monitor overall progress against objectives
- ▶ Ensure the organisation's finances are managed to ensure effective delivery within agreed budgets and that the highest levels of oversight and controls are in place
- ▶ Grow the sport of archery by attracting new and diverse participants at all levels and through new formats for the sport
- ▶ Maximise the opportunities presented by the LA28 Olympic and Paralympic Games in terms of overall growth, commercial engagement, participation and profile
- ▶ Provide cohesion and alignment across all stakeholders, internal and external
- ▶ Modernise Archery GB's systems and processes where appropriate



PERSON SPECIFICATION

ESSENTIAL SKILLS AND EXPERIENCE

- ▶ Experience of leading high performing teams with the ability to get the best out of people
- ▶ Demonstrable experience of developing and delivering a Strategic Plan with success
- ▶ Experience of working at Board level
- ▶ Demonstrable commitment to leading diverse and inclusive organisations and cultures
- ▶ Experience of building trust and strong relationships through consistent delivery of good governance
- ▶ Strong experience in stakeholder engagement and providing visibility at all levels of an organisation domestically and internationally
- ▶ Experience of working in a regulated environment with external accountability
- ▶ Commercial and financial acumen with the skill to identify additional income streams that support strategy
- ▶ A collaborative and engaging leadership style
- ▶ A passion for sport

DESIRABLE SKILLS AND EXPERIENCE

- ▶ Understanding of the role of a sporting National Governing Body including understanding the funding landscape and challenges
- ▶ Experience of membership or voluntary organisations
- ▶ Sports industry experience

WHAT DO WE OFFER YOU

- ▶ **Salary: circa £110,000 per annum plus contributory pension and benefits (subject to experience)**
- ▶ **26 days' annual leave (plus bank holidays)**
- ▶ **A 6% employer pension contribution**
- ▶ **Life insurance cover (4 x salary)**
- ▶ **Enhanced maternity/paternity/adoption pay**
- ▶ **Access to our Employee Assistance Programme**
- ▶ **Career development & learning opportunities**



EQUAL OPPORTUNITIES

Archery GB is an equal opportunities employer and 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.



HOW TO APPLY

To submit your application email your covering letter (two pages maximum) which demonstrates your vision and motivation for the role and how you meet our criteria and CV (three pages maximum) to recruitment@archerygb.org quoting the **reference ArcheryGB/CEO**.



TIMELINE

The closing date for applications is 5.00pm on Sunday 30 November 2025

Initial candidate screening will be undertaken by Archery GB. Following the closing date the Selection Panel will convene to determine a shortlist for interview.



First stage Interview

First round interviews will be held remotely in early December 2025. The Selection Panel will meet shortlisted candidates where suitability for the role will be examined and experience and competency evaluated. Candidates will have the opportunity to understand the role, culture and expectations of Archery GB by asking their own questions.



Second Stage Interview

Final interviews will take place in Lilleshall. Successful candidates will be selected for second-stage interviews where they will be asked to prepare a presentation and discuss their approach to the role in more detail. A detailed brief will be provided at the appropriate time.

**ENRICHING
LIVES
THROUGH
ARCHERY**



Archery GB, Lilleshall National Sport & Conferencing Centre, Newport, Shropshire, TF10 9AT
Tel: 01952 677 888 | www.archerygb.org



@archerygb



Archery GB



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