



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 exciting time in our development and delivery of our Strategic Plan. Our Mission is to Rebuild, Reimagine and Re-Present Archery in the five years from 2021 to 2026.

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 gain something 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 modernise our membership structure, become more diverse and inclusive, grow our sport and 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 our journey and inspire us to achieve, or even exceed, our current vision, and help us develop our vision longer term. If you are a proven leader and have the vision and determination to drive archery forward, have a love of sport and all it can do for those involved directly or indirectly with it, can work within the complex sporting landscape in the UK and internationally, we would like to talk to 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 vision is to enrich lives through archery in Great Britain, from grassroots to performance level. Our mission is to rebuild, reimagine and represent archery in the next five years.

We are a membership body representing our 38,000 members and over 750 archery clubs across the UK, along with our counties, regions and the home nations. We also run the high performance programme for athletes representing Team GB at international competitions including the Olympic and Paralympic Games. We are a member of World Archery, the worldwide governing body for archery.

Our Values

- We value people for who they are and their unique contribution to archery
- We choose to work and learn together

- We strive for excellence across the board
- We always act with integrity

Archery GB:

- Administers, develops and promotes the sport of archery throughout the UK
- Prepares and implements a vision and strategic plan for archery
- Identifies and develops talent for elite level competition
- Manages the rules and regulations of archery
- Encourages and grows participation and a love of archery
- Develops coaches, athletes, officials, judges and participants
- Supports our clubs across the UK
- Supports our vast network of archery volunteers
- Organises and hosts competitions
- Archery GB is the umbrella organisation for the English Archery Association, Archery Northern Ireland, Scottish Archery and the Welsh Archery Association.



Strategic Plan

For further background and insight into our objectives the Archery GB Strategic Plan can be found [here](#):





Job Description



Job Description

- **Job Title:** Chief Executive Officer.
- **Reporting To:** The Chair of Archery GB
- **Direct Reports:** Performance Director, Participation Director, Director of Finance & Business Operations, Head of Communications
- **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

As CEO you will:

- Lead by example, portraying the values of the organisation
- Ensure the 5-year strategic plan is delivered effectively and efficiently
- 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
- Manage the organisation through a period of considerable structural and cultural change
- Devise and deliver a comprehensive, robust and productive EDI strategy



Priorities

Short Term

- Review progress against the Strategic Plan and establish comprehensive KPIs to monitor overall progress against objectives.

Medium/Long Term

- Provide cohesion and alignment across all stakeholders, internal and external.
- 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 Paris Olympics and Paralympics 2024 in terms of overall growth, commercial engagement, participation and profile.
- Modernise Archery GB's systems and processes where appropriate.



KINSEY
SEARS



Person Specification

Person Specification – Key Criteria

Essential Skills and Experience

- Experience of leading high performing teams with the ability to get the best out of people
- Experience of developing and delivering a Strategic Plan
- Understanding of the role of a sporting National Governing Body including understanding the funding landscape and challenges
- Experience of influencing decision making at a board level
- Demonstrable commitment to leading cultural change in equality, diversity and inclusion
- Experience of building trust and strong relationships through consistent delivery of good governance
- Stakeholder engagement and visibility at all levels of the sport from grassroots clubs to international federations

- Experience of working in a regulated environment with external accountability
- Commercial and financial acumen with the skill to identify additional income streams that support the strategy
- Collaborative style
- A passion for sport

Desirable Skills and Experience

- Sports industry experience
- Experience of membership or voluntary organisations



**KINSEY
SEARS**



How to Apply



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 e-mail 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 info@kinseysears.com quoting the reference **ArcheryGB/CEO**.



Timeline

The closing date for applications is 5.00pm Friday 27th January 2023.

Initial candidate screening will be undertaken by KinseySears who are leading this assignment on behalf of 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 February. 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.



KinseySears is an organisational development consultancy specialising in the sports sector with unparalleled experience in the industry worldwide. Our company has been exclusively appointed by Archery GB to conduct all aspects of this assignment.

For a confidential discussion regarding this role please contact:

Tom Sears, Managing Director

m: 07775 106670

t: 0203 488 2629

e: tsears@kinseysears.com

KinseySears London: Gridiron Building, One Pancras Square, London N1C 4AG

KinseySears Manchester: No1 Spinningfields, Quay Street, Manchester M3 3JE

Registered Office: 85 Great Portland Street, London W1W 7LT

Registered Company 10799439