

A photograph of a fencer in a white uniform and mask, holding a foil and in a ready stance. The background is dark and out of focus.

CANDIDATE BRIEFING DOCUMENT

***HEAD OF TALENT
DEVELOPMENT***

BRITISH FENCING

DECEMBER 2024

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We want to ensure that everyone has the opportunity to receive clear, understandable information from British Fencing. If you require this document in an alternative format, please contact headoffice@britishfencing.com

ABOUT BRITISH FENCING

British Fencing is the National Governing Body for the Olympic and Paralympic sport of fencing in the United Kingdom.

Our members are the fencers, clubs, coaches, referees and countless volunteers who make up the British Fencing community. We aim to support them on every step of their development journeys, helping them to realise their goals in a safe, enjoyable and respectful environment. We support all ability levels: beginners, recreational fencers as well as elite international, Olympic and Paralympic athletes.

We understand the vital importance of accessibility, inclusivity and diversity, which we actively promote through our programmes. We believe that fencing is for everyone and through our social impact programmes, we aim to deliver a positive impact on people's lives.

THE ROLE

The Head of Talent Development will develop and implement an effective and inclusive GBR Pathway Talent Programme to increase participation, support talented fencers to fulfil their potential and transition to the GBR Pathway Performance Programme and ultimately achieve Olympic and Paralympic success.

The role is responsible for developing and implementing the GBR Pathway along with associated management of resources, budget and cost control.

Working with identified clubs the Head of Talent Development will also be responsible for designing, building and implementing a network of accredited GBR Pathway Clubs which are capable of supporting GBR athletes to accelerate their development and growth along the Pathway to future Olympic and Paralympic success.

The Head of Talent Development will be responsible for role modelling and driving a positive culture, living our values, whilst working with other departments and key stakeholders to influence and drive the pathway and ultimately deliver the BF Pathway Strategy.



RESPONSIBILITIES

As an active and positive member of the British Fencing Performance Leadership Team (PLT), lead, manage and deliver our GBR Pathway Talent Programme across all weapons, including wheelchair fencing, to meet agreed strategic objectives within approved budgets.

Pathway Framework

- Maintain and evolve the BF Pathway Model that defines the competencies, benchmarks and experiences that are needed to develop into a world class athlete.*
- Review and update the cycle and annual individual Weapon Performance Development Strategies based on input from the Weapon Groups.*
- Working with the Head of Performance Development, align pathway curriculum, tools and resources to ensure that athletes moving through the pathway are fully prepared for future expectations and opportunities open to them should they become a funded athlete.*

RESPONSIBILITIES

GBR Pathway Programme Delivery

- *Programme Management - Plan, budget and manage delivery of the GBR Pathway Talent Programme.*
- *Athlete Processes - Lead and manage the recruitment, confirmation, assessment, induction, membership and review processes for athletes into the TASS and GBR Pathway Talent Programme.*
- *Camps & Training - Lead the financial management, delivery and coordination of GBR Pathway Camp and Training activities.*
- *Curriculum - Working with the PLT, lead the evolution and delivery of GBR Pathway education, guidance, resources and CPD curriculum for athletes, coaches and parents. Includes athlete health, wellbeing and compliance with the UK Anti-Doping Assurance Framework.*
- *DiSE - Oversee the delivery of the DiSE programme, ensuring delivery is aligned and embedded in the GBR Pathway Programme to maximise delivery efficiency.*
- *Communications - Work with the communications team to ensure the pathway offer is communicated to stakeholders, pathway-related literature remains up-to-date and athlete experiences are regularly captured and published to promote our work and build our brand in accordance with our values and culture.*

RESPONSIBILITIES

GBR Pathway Programme Delivery cont'd

- *Club Accreditation - Lead the design and implementation of a GBR Pathway Club Accreditation Programme, to develop and recognise clubs that can create training environments that support accelerated performance development of GBR Pathway athletes to Olympic and Paralympic success, meeting agreed standards of delivery.*
- *Innovation - continually seek to enhance our research into, understanding of, and implementation of cutting-edge initiatives in athlete development and progression.*
- *Explore efficiencies of delivery - Work internally and externally to identify and pursue pathway development and efficiency.*
- *Stakeholder Relationships - Build and maintain positive and effective relationships with a range of key stakeholders and external partners including Sport England. To include regular engagement, identifying opportunities to support delivery of agreed talent objectives and reporting. Where appropriate, attend camps, competitions and athlete visits to maintain positive relationships with coaches, athletes and parents and maximise athlete recruitment.*
- *Para Classification - Ensure that wheelchair athletes on the programme are classified and ensure there is a process to manage related transitions.*

RESPONSIBILITIES

GBR Selection, Competitions & Major Events

- *Contribute to the annual review of the GBR Calendar, Selection and Ranking Policies.*
- *Working with GBR Pathway Ops & Logistics Manager to ensure that the processes, systems and structures are in place to support GBR selections and staffing (coaches, referees, team managers).*
- *Support the GBR selection processes for appropriate international competitions, ensuring information is provided ahead of meetings and acting as a selector where appropriate.*
- *Working with the PLT to ensure that the delivery of Major Championships are aligned with performance programme standards.*
- *Support the development of Major Event GBR Support staff.*

RESPONSIBILITIES

Diversity and Inclusion

- *Identify opportunities to diversify our pathway, ensuring the best talent has access to the sport and can thrive in our environment, working with internal and external partners (e.g. UK Sport, Home Nations etc) to attract more talent into identified 'talent gaps' within the pathway.*
- *Support the delivery of BF's diversity and inclusion action plan.*
- *Use grants and subsidies efficiently and effectively to help disadvantaged athletes overcome barriers to participate in the GBR Pathway Talent Programme and GBR representative events.*
- *Ensure a process is in place to monitor diversity of the pathway athletes and coaches.*
- *Ensure the organisation's equality policy and commitment to inclusivity is embedded into all workstreams and projects and its values are embedded into the actions and behaviours of the team.*

PERSON SPECIFICATION

ESSENTIAL

- A good understanding of performance pathways.
- Strong programme management skills (cross organisation planning, prioritising multiple activities, budgeting and forecasting, managing issues and risks, working to deadlines with finite resources).
- Proven track record in a stakeholder facing sport management role with experience of managing demands, pressure and timelines to deliver measurable outcomes.
- A strong commitment to athlete welfare, safeguarding and anti-doping.
- Experience of overseeing development processes that utilise objective performance data to inform decision-making.
- Experience of working with and motivating diverse and remote individuals and teams to deliver agreed objectives on time and on budget.
- Positive and flexible work attitude with ability to meet the needs of the organisation as and when required by calmly anticipating and proactively solving issues.

ESSENTIAL CONT'D

- *High levels of IT literacy, particularly with Microsoft Office 365 products.*
- *Self-motivated, creative and a forward thinker.*
- *Highly literate and numerate with excellent attention to detail.*
- *Excellent presentation, communication (written and spoken), and influencing skills.*
- *Excellent interpersonal skills, able to communicate and collaborate with a wide range of stakeholders.*
- *Skilled at working as part of a team, with flexibility to support other staff members within the organisation.*
- *Ability to work evenings and weekends, with some international travel if required.*
- *Flexibility to travel within UK.*

DESIRABLE

- *An understanding of the High-Performance Sport environment.*
- *Experience of working with coaches and support staff to design, develop and implement talent identification, recruitment, development, selection and deselection testing and measurement tools and procedures.*
- *Experience of leading a pathway team.*
- *Experience and understanding of UK sport system agencies (e.g. UK Sport, Sport England) and funding submission processes.*
- *Experience of identifying and generating novel funding streams for pathway activity.*
- *Evidence of staying at the “cutting edge” of athlete development with knowledge and understanding of key development principles and performance pathways.*
- *An understanding of the barriers faced by minority groups, disabled people and people from lower socio economic groups in accessing sporting programmes.*





FURTHER INFORMATION

Our objectives include:

A pathway to international success.

Through our GBR Pathway Programme, supported by Sport England and UK Sport, our athletes are producing some of the best results in recent history and we are excited at the prospect of supporting them to future Olympic and Paralympic success.

Maximising the wider benefits of fencing and its positive impact on people's lives.

Our flagship Muslim Girls Fence project has been running for nearly 8 years, and is currently delivered in 4 cities across the UK and featured in the 2023 This Girl Can campaign. Our new Fencing for Change project, using fencing to improve physical literacy and reducing social isolation for children with ASD, is also expanding. We will continue to explore opportunities for fencing to be used as a tool for social change.

Accessible and inclusive swordplay opportunities delivered via partnership programmes.

We support activity providers who together deliver over 300k unique fencing experiences every year. We have also developed and recently launched our Ofsted-aligned We Are Forging Futures personal development programme for schools, giving young people the chance to experience fencing whilst building resilience and self-efficacy. We have ambitious plans to improve and grow the opportunities for young people to participate in fencing.

A stronger, empowered, diverse and inclusive community of 30,000 fencers, volunteers, coaches and supporters.

We will continue to build our community, supporting them to deliver and participate in inclusive fencing opportunities across the UK, founded on our principles of 'Be Safe, Have Fun, Feel Welcome'.



HOW TO APPLY

To apply for the role, please email your CV with a brief cover letter (ideally as one document) to: headoffice@britishfencing.com

If you would like to discuss the role or the application, please email us on the same email address to arrange a call or ask a question.

We welcome applications from all sections of the community, regardless of age, race, colour, sex, marital status, religion, ethnic origin, nationality, disability or sexual orientation.

Closing Date: 17th January 2025

Type of contract: Full time - 40 hours per week, occasional weekend and evening work.

Remuneration: £35K to £40K

Location: Flexible, with weekly meetings in London and monthly meetings in Bath.

