



**BRITISH
FENCING**

**JOB DESCRIPTION
HEAD OF PARALYMPIC
PERFORMANCE
BRITISH FENCING**

FEBRUARY 2026



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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, such as a Word document or an audio version, please contact recruitment@britishfencing.com.



ABOUT BRITISH FENCING

British Fencing (BF) 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 BF 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.



BF STRATEGIC GOALS

GROW PARTICIPATION

Increase inclusive opportunities and transform perceptions of the sport to welcome a new audience and grow participation at all levels.

CREATE A SUSTAINABLE FUTURE

Establish a long-term, self-sustaining operating model that secures the future of BF, strengthens clubs, and ensures the continued growth and success of the sport.

DELIVER GBR SUCCESS

Enable every GBR Pathway athlete to maximise their potential to achieve international medal success.

SUPPORT WOMEN AND GIRLS

Attract and retain women and girls across all levels of fencing.

DELIVER POSITIVE SOCIAL IMPACT

Increasing fencing's contribution to improving people's lives.



DELIVER GBR SUCCESS: OUR PARALYMPIC PERFORMANCE STRATEGY

OUR VISION

Continuous achievement through excellence and winning well.

OUR MISSION

To enable and support the development of a high-performance system for Paralympic fencing in the UK by growing a thriving sporting system.

OUR PERFORMANCE AMBITION

Consolidating medal success by delivering 3-6 medals (one of which is a team medal) at the 2028 Los Angeles Paralympic Games.

OUR FRAMEWORK

Our strategic plan has six focus areas:

- *Performance Coaching*
- *Athlete Environment*
- *Athlete Wellbeing*
- *Talent Pathway*
- *Multi-Disciplinary Team*
- *Competitions Optimisation*

THE ROLE

BF is seeking an outstanding performance leader to shape and deliver our Paralympic high-performance ambition. This is a rare opportunity to lead the highly successful, multi medal-winning Paralympic World Class Wheelchair Fencing Programme (Paralympic WCP) at a pivotal moment, combining strategic leadership with hands-on operational delivery and coordination of coaching and performance support services to maximise athlete performance, wellbeing and international medal success to LA2028 and beyond.

Reporting to the interim Strategic Performance Lead, you will be responsible for designing and delivering an integrated, athlete-centred and evidence-led performance system. You will lead the development and continual refinement of our Paralympic performance strategy, aligning it to UK Sport expectations, medal ambitions and long-term athlete development principles. You will translate strategy into clear annual plans, targets and measurable milestones, providing visible and credible leadership across all Paralympic performance matters. You will be directly accountable for the day-to-day management of the Paralympic WCP.

Providing both strategic oversight and hands-on operational delivery, you will balance system leadership with direct athlete-facing involvement.

Through close collaboration with BF's Olympic Programme and Pathway team, you will contribute to building a stronger, more integrated performance system and structure across fencing.

ROLE RESPONSIBILITIES

PARALYMPIC PERFORMANCE STRATEGY & PROGRAMME LEADERSHIP

- *Lead the development, implementation and continual refinement of BF's Paralympic high-performance strategy, aligned to UK Sport World Class Programme expectations, medal ambitions and long-term athlete development principles.*
- *Translate strategic objectives into clear annual operational plans, performance targets, KPIs and milestone tracking.*
- *Lead the operational delivery of the Paralympic WCP and manage the team of around ten staff within it to ensure that training, competition and performance support are optimised within the context of the world class plan objectives and budget.*
- *Lead the creation of a high-performance, athlete-centred culture that promotes excellence, innovation, accountability, inclusion, wellbeing and safeguarding.*
- *Provide leadership across all Paralympic performance matters and act as the organisation's senior Paralympic performance authority.*
- *Act as the lead Paralympic performance representative with the British Paralympic Association (BPA), Home Nations, Disability Organisations and International Federations.*
- *Act as the main day-to-day point of contact with UK Sport's Performance Advisor with regards to the Paralympic WCP.*
- *Provide leadership across BF as part of the BF Senior Management Team.*

INTEGRATED PERFORMANCE SUPPORT LEADERSHIP

- *Design, implement and lead a fully-integrated Paralympic performance support system, including coaching, sports medicine, strength & conditioning, physiotherapy, sports psychology, nutrition, performance lifestyle and wellbeing support.*
- *Lead as appropriate on stakeholder discussions with UKSI/TASS/Bath University as they relate to the WCP.*
- *Ensure impairment-informed and classification-sensitive delivery across all support services.*
- *Coordinate close collaboration between coaching and performance support, ensuring truly multi-disciplinary working.*
- *Lead case management and Individual Athlete Planning (IAP) processes for priority podium athletes, ensuring that personalised, holistic and robust performance planning is in place.*

ATHLETE HEALTH & WELFARE

- *Lead organisational practice as it relates to the Paralympic WCP around athlete welfare, safeguarding, mental health and classification, delivering on duty of care responsibilities.*
- *Ensure athlete-centred decision-making with the multi-disciplinary team, particularly around training load, injury management, impairment progression and long-term health.*
- *Ensure that all policies and practices meet BF, UK Sport, UKSI and safeguarding standards.*

CLASSIFICATION

- *Lead the development and delivery of a classification strategy as it relates to wheelchair fencing, ensuring robust classification pathways, effective international classification planning and risk mitigation relating to classification changes.*
- *Work closely with international federations, classifiers, medical teams and coaches to ensure that athletes are optimally prepared for classification, and that classification outcomes are ethically managed and performance implications are fully integrated into training planning.*

ATHLETE PATHWAY & TALENT DEVELOPMENT

- *In conjunction with BF GBR Pathway team, ensure that integrated Paralympic athlete pathway and all associated processes are in place to support future performance goals.*
- *Design and lead on the performance stages of the athlete pathway - fast track talent identification, Confirmation and World Class Programme investment into a defined athlete cohort.*
- *Lead on development of selection policy/Athlete Personal Award matrix development, and the management of the annual selection and deselection of athletes.*
- *Ensure that the pathway reflects impairment diversity, late-entry athlete models and ethical talent identification processes.*

COACHING LEADERSHIP & TECHNICAL DIRECTION

- *Lead on the recruitment, development, performance management and workforce planning.*
- *Work with the Coaching team to establish clear technical frameworks, coaching philosophies and behaviours consistent with world-leading Paralympic systems.*
- *Act as a performance planning authority on training design, competition strategy and Games preparation, in conjunction with the BPA.*

GAMES & MAJOR COMPETITION DELIVERY

- *Lead planning and delivery of major championship and Paralympic Games campaigns, including long-term Games strategies, qualification campaigns, training camps, pre-Games preparation and Games-time operations.*
- *As the Paralympic Team Leader, work closely with the British Paralympic Association (BPA) to ensure seamless Games integration.*



GOVERNANCE & COMPLIANCE

In conjunction with the Strategic Performance Lead:

- *Lead the performance programme budget, ensuring high-impact use of limited resources.*
- *Deliver high-quality performance reporting for the Board and CEO.*
- *Ensure compliance with: UK Sport funding agreements, medical, clinical, anti-doping, safeguarding, governance, and equality, diversity and inclusion standards.*
- *Ensure that processes are in place to identify and escalate risk.*





PERSON SPECIFICATION

ESSENTIAL

- Extensive experience working within high-performance Paralympic or disability sport environments.
- Graduate qualification (or equivalent) in relevant field.
- Proven ability to lead fully-integrated performance support systems.
- Strong understanding of classification, impairment-specific training and athlete health complexities.
- Experience managing multi-disciplinary teams.
- Strong stakeholder management skills with experience of working with UK Sport and UKSI.
- Experience balancing strategic leadership with hands-on operational delivery.
- Demonstrably committed to equality, safeguarding, anti-doping and upholding the highest standards in sport integrity.

- *Excellent programme management skills, including planning, budgeting and reporting to deadlines.*
- *Experience of managing delivery of strategic outcomes.*
- *Ability to collaborate with senior management to support wider strategic goals.*
- *Highly competent in use of Microsoft Office (Excel, Word, Teams, PowerPoint) and willing to embrace new technologies.*

DESIRABLE

- *Former Performance Director, Head of Performance Support or senior Paralympic programme lead.*
- *Postgraduate qualification in related field.*
- *Experience of successful (medal winning) Paralympic Games delivery.*
- *Experience working in small sport/emerging medal programmes.*



HOW TO APPLY

To apply for the role, please email your CV with a brief cover letter (ideally as one document) to: recruitment@britishfencing.com with “Ref:7426 Paralympic Performance” in the subject title.

If you would like to discuss the role or the application, please email us on the same email address, quoting the reference above in the subject title, 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: Thursday 19th March 2026

1st stage interview: Friday 27th March 2026 (in person, Bath)

2nd stage interview: Week of 30th March 2026 (if required, online)

Remuneration: £60,000 to £65,000 (depending on experience)

Contract type: Full time (35 hours plus unpaid 1 hour lunch per day)

Location: Bath (minimum 3 days per week on site) plus

- extensive travel to camps and competitions both in the UK and overseas
- twice monthly BF team meetings in London/Bisham

Please note, this role does not include an offer of visa sponsorship.

