



**Head of Leadership Development
Sportily Gloucestershire Network**

JOB APPLICATION PACK

Thank you so much for your interest in joining the Sportily Leadership Team as our **Head of Leadership Development**. This information pack provides information about this exciting role, plus some further background to Sportily. If you require full time work, please contact us as there may be further opportunities with us that could be explored in addition to this role.

One of our key objectives at Sportily is to develop and invest in young sports leaders. Over the past 18 months we've designed an initial pilot programme to enable this and trialled elements of it.

We're now looking for someone to further develop, pioneer, shape and own our programme, to work alongside our network of Sport and Faith Coaches to deliver it and to hold senior leadership level responsibility for seeing the wildly important goals of the programme realised within our wider vision.

This is an exciting, pioneering and challenging role where we need someone with demonstratable relevant experience to lead and deliver this significant objective at a Leadership Team level while still getting involved in direct delivery with young people.

Introducing Sportily

Fluff it. Duff it. Score it. Smash it. Whatever you do, just give it a go. That's our motto for sport and for life. We're for jumping right in and going on new adventures together, as a team. We are a place for everyone to try different sports, make new friends and explore what life is all about. So we do all sorts of sports and activities, some you'll know, some you might not (heard of Kabaddi?), we hang out, we chat, we eat and we discover new things. What matters is we have a laugh while doing it.

We believe that being more active, like the Christian faith, can change your life forever. And so we're here to get everyone moving and show that things are a lot more fun when we're kicking, diving, riding, rolling, running and jumping around together.

We're passionate about building a network of fun-loving sport and Christian faith groups where everyone is invited to try different sports, make new friends and explore what life is all about.

Will you join our team?

If you have questions about Sportily or this role, what it might look like and how we might see it being successfully fulfilled, please contact us as we'd love to explore this in conversation with you.

Sportily believes in the transformative 'power of sport' and active lifestyles and recognises that sport and physical activity are a positive way to build integrated communities and help address societal issues such as poor health and wellbeing, social isolation and loneliness delivering holistically healthier futures for all, whilst also providing opportunities for exploring the Christian faith.



Sportily uses the word 'sport' to encompass all forms of physical activity, which aim at expressing or improving physical fitness, mental wellbeing and the formation of social relationships.

The charity is ecumenical and run in partnership with the Church of England in the region, providing opportunities open to all – “**Run by Christians, Open to all**”. You do not need to be a member of a Church of England church to work with us.



Our network of Sportily Sport and Faith Coaches and Leaders work using our 7 spaces framework (See appendix 1), leading sports clubs, residential camps, coaching a variety of sport teams and providing high quality PE lessons, through partnerships with primary and secondary schools. We play sports and invite people to talk about life and explore the Christian faith.

We are striving to see:

- Children and young people's lives, and their communities transformed through sport and physical activity;
- Leadership gifts and vocational calling identified, nurtured and invested in;
- People of all ages, invited to explore and encounter the Christian faith;
- New expressions of church established, for the younger generations, with sport and physical activity at their core.

Within this Sportily is committed to providing the best quality sports coaching and education, with fun and joy being at the heart of all the sessions. 'We bring the energy that gets you moving'

Sportily is committed to increasing the diversity of participation in sport and physical activity along with recruiting and developing a team that reflects the communities we serve.

We welcome applications from all sections of the community and particularly encourage applications from women and people from UK Minority Ethnic backgrounds who are currently under-represented in the organisation. We are also especially keen that our programme engages well with those from UKME groups and wish to prioritise this within its development and delivery.



Introducing the role

We are looking for someone with a passion for engaging with children, young people and families through sport and physical activities and who is excited by our vision and what we do.

Head of Leadership Development:

At the heart of this role you'll hold responsibility for the programme which provides opportunities, within a Christian sports centred setting and framework, for children, young people and young adults (with a priority on the more disadvantaged) to gain skills, experience, training and qualifications to increase their self-esteem, confidence and future employment opportunities.

We anticipate this being a three year project focused role which will ensure we establish the programme efficiently. We will then review the programme and while we expect it to continue at this stage, we cannot predict its future resourcing needs.

What you'll do

Within the role you'll hold responsibility at a Leadership Team level for the Sportily Leadership Development Programme. This will include its ongoing development, leading its delivery approaches, training the Sport and Faith Team in its delivery, exploring opportunities related to the programme, monitoring and evaluating its impact and reporting this to stakeholders.

You'll join and work as part of the Sportily Leadership Team which currently operates a shared leadership approach and consists of: two full-time Co-CEO's with split responsibilities across delivery and operations, a Head of Christian Distinctiveness (p/t) and an Executive Assistant to the Leadership Team.

You'll work alongside and equip the Sport and Faith Team which consists of 20 team members (including six Sports Coach Apprentices (Level 2 & 4) who work across 15 locations in Gloucestershire. This team also includes 20 sessional workers and 40+ volunteers.

You'll also be closely supported by one team member who within their wider role is tasked with ensuring that we develop leadership development pathways within the programme that specifically connect with females.

The Leadership Development Programme

The programme itself, once fully operational will see Sportily provide opportunities, within a Christian sports centred setting and framework, for children, young people and young adults (with a priority on the more disadvantaged) to gain skills, experience, training and qualifications to



increase their self-esteem, confidence and future employment opportunities.

The programme is a high priority element of our strategy and critical to the delivery of our vision. The programme has sufficient budget allocated to it to enable it to successfully deliver its objectives across the range of proposed activities and approaches.

Through the programme...

Beginning in primary school, children would have the opportunity to engage in a Play Leaders scheme at their school and Sportily team members would run training sessions for those children selected to be school sports captains.

Young people would have the opportunity to be Sportily Junior Leaders as they undertake Sports Leaders Awards at various levels delivered by Sportily. This would include regular development sessions and residential opportunities. Work experience, accredited training courses, volunteering opportunities and summer work placements would also be available.

At age 18, level 2 and level 4 apprenticeships would be offered as well as short and full year placement opportunities, ongoing training courses and possible sessional work.

Within this Sportily is seeking to grow and develop diverse incarnational Christian sports leaders both for now and the future. At the heart of the programme is the desire to help everyone find their vocation - what they are called by God to be and do. This may be a specific calling to a ministry linked to sports and physical activity or something beyond that. It could also be a calling to serve God through faithful everyday discipleship while having a love for sport and physical activity.

Not only is the potential impact of the programme significant for all individuals who will participate, but it will enable Sportily to build a pipeline of future Sport and Faith Coaches, grown with our DNA, to support the delivery of our vision. It is also noted that through this we will be able to positively expand our Kingdom impact as 'graduates' may leave Gloucestershire and use all that they've gained through participation in the programme to sow seeds and make a Kingdom impact wherever they find themselves in the future, this may even be through links established as part of the CofE Sport National project for which we hold responsibility.

To date, as part of piloting, we have delivered the Play Leaders Awards in multiple primary schools, piloted a leadership cohort for young people in one location and recruited two cohorts of Sports Coach Apprentices working with a training provider. Other elements of the programme and equipping the team to deliver it are yet to be delivered.



What you'll be like

We are looking for someone who loves sport and understands how sport and movement is able to connect people and is passionate about sharing the Christian faith in innovative ways beyond the walls of traditional church.

You'll be someone who brings the energy that gets people moving and approach everything you do with a fantastic sense of fun. You'll work hard, but thrive off seeing things develop and grow, and seeing children and young people enjoying being active, learning new skills and creatively encountering Jesus Christ through sport and physical activity.

You'll have experience in developing programmes and monitoring their successful achievement of stated objectives, and of investing in the leadership development potential of young people, ideally in a sporting context.

We know that when people read Job Descriptions they can sometimes downplay to themselves their own abilities, skills and experience and therefore choose not to apply. Perhaps you're thinking that this sounds like a really exciting role, but you're not sure you have the skills and experience we're looking for.

If that's you, please get in touch for an informal chat about the role. Tell us what your strengths are, be honest about where you feel you may be lacking in experience or training, and if you are the right person to join us we can work together to invest in you and all that you can bring to Team Sportily.

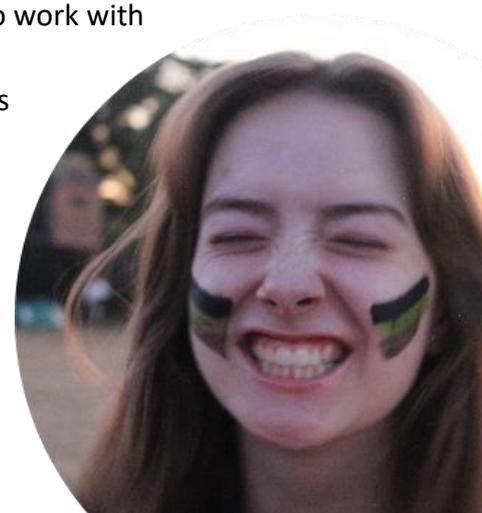
If you're excited by the job, please don't be put off applying or making contact, we really would love to hear from you.

How we'll support you

We are proud to provide excellent opportunities for everyone who serves with us as employees and volunteers, investing in training and development and doing all that we can to ensure everyone in our team is able to use fully utilise their gifts, skills and potential.

We run an ongoing programme of training and development which includes accredited sports training options and pioneering ministry. We also invite all employees to identify training and development needs specific to them.

You'll be supported in your role by Richard Witham (Co-CEO) who will be your Line Manager and the other members of the Leadership Team as well as the Support Team which includes admin staff and our Marketing and Communications Officer. You'll also work with our zone based teams which are made up of a Sport and Faith Leader, coaches, apprentices, sessional workers and local volunteers, as well as employees, partners, local Christians, and workers from elsewhere in the network – we serve together as 'Team Sportily', no one is left to feel isolated.



Sportily is a Living Wage and Living Pension employer committed to ensuring that individuals receive appropriate remuneration for the work they undertake and their performance within their role. Salaries are reviewed annually and we'll make employer pension contributions of up to 15%.

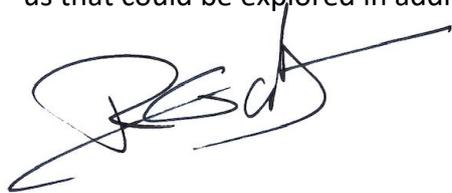
We believe that periods of rest and restoration are important and provide full time employees with 30 days annual leave per year, with bank/public holidays in addition to this.

Key information

Job title	Head of Leadership Development	
Salary	£43,500-46,000	
Pension	12% employer and 2% employee contributions, with an additional 3% employer contribution available to match up to the first 3% of additional employee contributions.	
Annual leave	30 days per year plus Bank / Public holidays (pro rata)	
Working arrangements	This is a homeworker based role, but not a remote working one. You will be expected to work flexibly and to present at sessions and meetings across Gloucestershire throughout the week. It is therefore our expectation that you will be Gloucestershire based.	
Deadline	2 June 2025, (noon)	
Applicants notified of application outcome	5 June 2025	
Interviews	12 June 2025 (Innsworth)	

If this role and our vision is something that excites you and you believe that you have the skills, experience and motivation required, we would very much like to hear from you.

If you require full time work, please contact us as there may be further opportunities with us that could be explored in addition to this role.



Richard Witham
Co-CEO





Job Description and Person Specification

Job Title	Head of Leadership Development
Line Manager	Richard Witham (Co-CEO)
Key Relationships	Sportily Leadership Team Sport and Faith Team; employees, apprentices sessional workers and volunteers Sport and Faith Leader with additional responsibility for female leadership development
Requirements	This role carries an occupational requirement that the postholder is a practicing Christian within the provisions of the Equality Act 2010. This post is subject to an Enhanced Disclosure and Barring Service Check. Sportily will appoint under the CofE safer recruitment national framework.
Date of issue	April 2025

Context for this role

As Sportily, we are creating a network of fun-loving sport and activity groups, where all children, young people, and their families can try different sports, make new friends and encounter the Christian faith with others.

Some evening and weekend working may be required to fulfil this role.

Sportily is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment, to work within the policy and procedures of the relevant safeguarding policy and are required to attend all relevant safeguarding training. This post is subject to a satisfactory Enhanced Disclosure and Barring check. Appointment will be made under CofE safer recruitment framework.



Purpose of this role

To hold responsibility for the programme which provides opportunities, within a Christian sports centred setting and framework, for children, young people and young adults (with a priority on the more disadvantaged) to gain skills, experience, training and qualifications to increase their self-esteem, confidence and future employment opportunities.

To work within and in support of the Sportily seven spaces framework that see's:

- Children and young people's lives, and their communities transformed through sport and physical activity;
- Leadership gifts and vocational calling identified, nurtured invested in;
- People of all ages, invited to explore and encounter the Christian faith;
- New forms of church established, for the younger generations, with sport and physical activity at their core.

Location and Dimensions

This is a homeworker based role, but not a remote working one.

You will be expected to work flexibly and to present at sessions and meetings across Gloucestershire throughout the week.

Responsibilities

Leadership Development Programme	<ul style="list-style-type: none">• Review, clarify, reshape and agree with the Leadership Team the overall objectives for the programme and the measurable outcomes• Further develop the programme using a continual improvement process• Lead the delivery of elements of the programme such as sessions, residential and gatherings• Ensure the programme is integrated and delivered in each zone• Monitor and evaluate the impact of the programme• Produce reports for stakeholders on the activity and impact of the programme
Sport and Faith Team	<ul style="list-style-type: none">• Equip the Sport and Faith Team for the delivery of the Leadership Development Programme, including designing and delivering training for them• Support the team in the delivery of the programme including co-leading sessions, providing resources and carrying out session observations• Work closely with the Sport and Faith Leader with responsibility for female leadership development to ensure that our programme specifically connects with and meets the needs of females• Supporting engagement with local, zone and network wide stakeholders

Partnerships	<ul style="list-style-type: none"> • Explore, develop and lead on partnership opportunities that will enhance the programmes development, quality, delivery, funding and outcomes. This could be across Gloucestershire and nationally
Other responsibilities	<ul style="list-style-type: none"> • Be conversant and comply with all Sportily policies and operating practices • Engage with personal training and development opportunities • Undertake other duties, or hold other network wide responsibilities, as can be reasonably requested and expected

Attributes	Essential attributes, desirable where noted
General	<ul style="list-style-type: none"> • Actively investing in growing as a disciple of Jesus Christ and participating, in good standing, in the life of a worshipping community either Anglican or affiliated to either Churches Together in Britain and Ireland or the Evangelical Alliance • Strongly supportive of Sportily’s aims and ethos • Committed to sharing the Good News of Jesus Christ with others • Demonstratable ability to inspire trust and confidence in others • Committed to the protection and safeguarding of children, young people and vulnerable adults
Qualifications and training	<ul style="list-style-type: none"> • Educated to A-level, NVQ Level 3 or equivalent qualification • Level 2 Certificate in Coaching (Sport and Physical Activity), or similar qualification, or willingness to undertake this post-appointment • Level 3 Award in Education and Training (AET) or similar qualification, or willingness to undertake this post-appointment • Youthwork, theology or teaching qualification (desirable) • Full UK Driving Licence
Knowledge, experience, skills and abilities	<p>Experience of:</p> <ul style="list-style-type: none"> • Working with children and young people • Developing leaders, ideally sports leaders, who are under18 • Writing and delivering leadership development programmes • Sharing Jesus with those not of a faith background • Working with volunteers • Building effective working relationships with stakeholders such as churches, schools, leaders and community organisations • Working effectively on own and as part of a team • Strong people skills • Planning, organising, prioritising, meeting deadlines and reporting effectively on work undertaken • Communicating and influencing effectively with a wide variety of audiences • Computer literate and conversant with digital communication channels



<i>Personal qualities</i>	<ul style="list-style-type: none">• <i>Creative, motivated and confident</i>• <i>Demonstrates initiative and perseverance – anticipates situations, problems and opportunities and takes appropriate action</i>• <i>Takes personal responsibility for professional and spiritual growth</i>• <i>Able to operate as a reflective practitioner and to share learning with others</i>• <i>Approachable and helpful, with good interpersonal skills</i>• <i>Listens, coaches and gives clear, honest and constructive feedback</i>• <i>Confidential, trustworthy, respectful, self-aware, considerate, generous, and patient</i>
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**For the first-timers, the can't-catchers, and the kick-it-outers.
For the slam-dunkers, the back-of-the-netters, and the hole-in-oners.**

We bring the energy that gets you moving.





Appendix 1: Sportily framework

Sportily 7 Spaces

At Sportily we do life together in 7 spaces.

Each space is not always a physical place or an activity, but a space in which we find ourselves together. Within the 7 spaces we do sport and physical activity and discover fullness of life.

- **CONNECT:** A space to meet, hang out, play and have fun
Building relationships, knowing each other and spending time together in play
- **EAT:** A space to eat, share and laugh
Sharing openly, eating together and being refreshed
- **SERVE:** A space to make a positive difference in the world
Helping others, serving the community and taking action to enact change
- **EXPLORE:** A space to explore faith
Learning and discovering more about the Christian faith
- **ENCOUNTER:** A space to encounter God together
Coming together to pray, worship and encounter God
- **CONTRIBUTE:** A space to help make decisions
Listening and participating in decisions that are made
- **GROW:** A space to discover myself
Understanding my identity in God and living out #EverydayFaith

Sportily locations provide the context through which the Christian faith can be explored, fullness of life experienced and new worshipping communities emerge, centred around sport and physical activity, within our seven spaces framework.

Sportily's impact strategy centres around a belief in the transformative power of physical activity and the Christian Faith to bring holistic health, wellbeing and fullness of life to individuals of all ages and entire communities.

The Sportily seven spaces model is drawn from and inspired by George Lings: Seven Sacred Spaces, Church Army 2015. Our framework for the establishing of new worshipping communities is also inspired by Brian Sanders' work on Micorchurches.

