

A hand holding a shuttlecock against a red background. The shuttlecock is white with a black band around its base. The hand is positioned in the center-left of the frame, with the fingers gripping the base of the shuttlecock. The background is a solid, vibrant red color.

**HEAD OF PERFORMANCE
RECRUITMENT PACK**



**Badminton
Wales**

ABOUT US

Badminton Wales is the National Governing Body for Wales, formed in 1928 and has a rich heritage being one of only eight founding members of World Badminton - we celebrate our centenary in 2028. However, despite being proud of our history we are not an organisation that dwells on the past.

Badminton Wales Community consists of the Board of Directors, Sub-Committees, Operational Team and network of competitive clubs, social clubs, coaches, volunteers and members throughout the country, responsible for all aspects of the sport, from grass roots participation to performance.

The successful candidate will have a passion for success and demonstrate a strong commitment to the delivery of excellence and quality. As a national governing body of sport, it is important that Badminton Wales has a diverse staffing structure that brings together a range of skills, knowledge and experience.

‘Our new strategy has community development at its heart and will involve the whole sport throughout Wales, playing its part. We are totally committed to creating a vibrant, diverse and multi-talented Badminton Wales Community that works together with a shared passion for the sport, and a commitment to pass it on to future generations.

We welcome your interest in becoming part of our organisation - should you do so you will be joining an outstanding team of staff and volunteers driving the sport forward with passion, energy, creativity and experience.

WHO ARE WE LOOKING FOR?

Badminton Wales wishes to appoint a Head of Performance to oversee all operational aspects of performance and player development, in line with our stated ambitions.

As an absolute priority we are looking for a progressive leader with energy, enthusiasm and desire to get the best out of themselves and others, and to create a positive culture where people they come into contact with can thrive and excel.

The successful candidate will have the opportunity to shape the future of our sport and build a system that develops and maximises the potential of the most talented and committed players.



EQUALITY & DIVERSITY

Badminton belongs to and should be enjoyed by anyone who wants to participate in it. Badminton Wales is fully committed to promoting equality of opportunity, and good relations between people with diverse backgrounds and needs as well as eliminating harassment, unlawful and institutional discrimination, and victimisation. We welcome applications from those communities underrepresented in sport in particular, people from ethnic minorities, people with disabilities and women.

SAFEGUARDING

Badminton Wales is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.

THE ROLE OVERVIEW

Badminton Wales needs someone who has the capability and ambition to:

- Creatively establish an interconnected, and sustainable performance system across Wales
- Initiate transformational change where it is needed through collaboration, consultation and team working
- Lead and facilitate progressive and innovative thinking for the purpose of establishing new approaches to high performance
- Build positive and trusting relationships with people from across the sport and with key partners and organisations where they may benefit Badminton Wales' short and long-term ambitions
- Build upon recent progress to establish a high-performance culture and understanding of what it takes to succeed on the world stage
- Adapt and embrace the inevitable opportunities and challenges that will arise as Badminton Wales strives to deliver its ambitions



THE ROLE DETAIL

The Head of Performance will be responsible for the implementation of the Performance and Player Development elements of the Badminton Wales' Strategy and Operational Plan, through clear and decisive leadership and sound judgement.

Principle Accountabilities will include:

Performance Leadership

People and Culture:

- Develop, establish, articulate and live every day the organisational culture and values, ensuring they are true to the sport and embedded across all performance activity in its people's behaviours
- Build a high performing team of people over time through nurturing and development, plus where necessary recruitment of expertise and experience that will enhance the team
- Ensure badminton in Wales is an inclusive sport and that inclusivity, equality and diversity are reflected in every aspect of Badminton Wales' performance activity
- Continually seek opportunities for personal growth through formal and informal learning

Operational Leadership:

- Refine and drive Badminton Wales' performance strategy in conjunction with the CEO, to ensure there are clear objectives and goals underpinned by aligned plans and resource allocation
- Lead all operational delivery of performance and player development activity with the aim of achieving best practice in all areas, including but not limited to weekly training and competition participation, performance management and review of identified players and staff, player engagement and wellbeing, sport science and medicine and coach development
- Oversee and support the implementation of the Badminton Wales' domestic and international annual competition programme

- **Oversee and inform all Badminton Wales coach education and development, ensuring a consistent and aligned approach at all levels and stages of playing and coaching**
- **Responsible for the development and management of the annual budget for all performance activity**
- **As a member of the Senior Leadership Team, contribute to and be responsible for the effective delivery of the overall Badminton Wales strategy and operational plan**

Relationship Development and Management

- **Develop and foster trusting relationships with the Welsh badminton community, including clubs, players, coaches and parents for the purpose of ensuring increased knowledge of high performance badminton and to support greater mutual understanding and collaboration**
- **Build and maintain significant relationships with key stakeholders and partners with regards to performance and player development including; Sport Wales, Commonwealth Games Wales and GB Badminton**
- **Develop and foster strong relationships with the CEO and the Board member responsible for performance and connect with the wider Board of Directors where appropriate and beneficial**

THE CANDIDATE

Applications are invited from candidates who demonstrate the following skills experience and behaviours:

Essential

- **An accomplished, credible leader with demonstrable experience of motivating and managing in a high performance, diverse, multi-disciplinary, professional team of people in a focused and goal orientated environment**
- **Proven coaching experience of developing highly talented young badminton players**



- **An entrepreneurial and creative approach to maximising available expertise and resources aligned to strategic objectives and goals**
- **Strong project management skills and excellent financial awareness, ideally with a proven ability to control and manage budgets and forecasts**
- **Ability to effectively communicate and build influential relationships with a diverse and wide range of people and organisations**
- **Ability to promote, embed and advance equality, diversity and inclusion throughout the organisation**

Desirable

- **A badminton coaching background with a proven ability to maximise the capabilities of the highest performers on the international stage**
- **A comprehensive understanding and experience of operating within high performance sporting systems, including coaching, sports science and medicine, performance programme delivery and talent pathways**
- **The skills and experience of continually developing members of a high performing team**
- **An understanding and/or experience of strategy development and the process of producing applications for funding from public bodies**
- **An understanding and awareness of commercialisation within sport, how to enhance partnerships and the opportunities to raise profile and generate revenues through the activity of performance**

ROLE PARTICULARS

JOB TITLE:

HEAD OF PERFORMANCE

REPORTS TO:

CHIEF EXECUTIVE OFFICER

SALARY:

£35-45K PRO RATA PER ANNUM

CONTRACT:

PERMANENT/PART-TIME

PROBATION PERIOD - 6 MONTHS

BENEFITS:

PENSION CONTRIBUTIONS, ALLOWABLE EXPENSES

REQUIREMENTS:

FULL UK DRIVING LICENSE AND OWN VEHICLE

SATISFACTORY DBS

HOLIDAY:

25 DAYS PER YEAR PLUS STATUTORY DAYS

HOURS OF WORK:

21 HOURS PER WEEK FLEXIBLY ALLOCATED AS NECESSARY TO MEET THE OPERATIONAL REQUIREMENTS OF THE ROLE

LOCATION:

PRIMARY: BADMINTON WALES HQ, SOPHIA GARDEN CARDIFF

SECONDARY: REMOTE WORKING WITH SOME POTENTIAL DOMESTIC AND INTERNATIONAL TRAVEL

HOW TO APPLY

Please submit your CV and a covering letter to kelly.aston@badminton.wales clearly identifying your suitability and relevant experience as outlined within the role description. You should also include details of your motivations for applying for this opportunity

If you require any reasonable adjustments to the application and/or interview process contact Kelly Aston at the same email address.

Closing date: 28th May 2023

First round interviews will take place online during the week commencing the 5th June 2023

Final interviews will take place at the Sport Wales National Centre, Sophia Gardens, Cardiff





**SPORT WALES NATIONAL CENTRE
SOPHIA GARDENS
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