



Sport Manager

Background – Commonwealth Games England

Commonwealth Games England (CGE) is responsible for preparing and delivering the England Team at the Commonwealth Games and Commonwealth Youth Games. Our core purposes are to lead and manage the participation of Team England and to deliver excellent performance and support environments.

CGE also aim to represent England effectively within the CGF, and to raise the profile and reinforce the value, reputation and future of this great sporting event.

VISION				
<i>“Empowering our athletes’ success and inspiring personal achievement through the power of sport.”</i>				
VALUES				
PERFORMANCE	RESPECT	INSPIRATION	DIVERSITY	EXCELLENCE
This is our commitment. We give our best every day. We go for gold. We leave it all out on the field.	This is our foundation. We stay humble and work hard. We do it right for our teammates, our supporters, our Nation.	This is our purpose. We inspire the Nation and the next generation. We write history every day.	This is our strength. We connect, collaborate and communicate as Team England. Together we are stronger. We openly celebrate together.	This is our benchmark. Every detail makes a difference. Our standards are second to none and results follow.
KEY PRIORITIES IN THE 2022 STRATEGIC PLAN, THE PRIDE OF OUR NATION				
Deliver Team England success at Commonwealth Games and Commonwealth Youth Games	Be one of the most effective, respected, best governed and well managed sports associations in England and the Commonwealth		Develop an effective and sustainable multi Games funding model	

Background – The Commonwealth Games

The Commonwealth Games is a multi-national, multi-sport event. Held every four years, it involves the elite athletes of the Commonwealth of Nations. Attendance at the Commonwealth Games is typically around 4,500 athletes.

The Commonwealth Games Federation (CGF) is the organisation responsible for the direction and control of the Commonwealth Games. Individual participating countries have Commonwealth Games Associations, responsible for the national team's attendance and performance at the Games.

The first Games, then known as the British Empire Games, were held in 1930 in Hamilton, Ontario, in Canada. The name changed to British Empire and Commonwealth Games in 1954, to British Commonwealth Games in 1970 and to the current name of the Commonwealth Games in 1974.

As well as many Olympic sports, the Games also include some sports that are played mainly in Commonwealth countries, such as lawn bowls, netball and squash.

There are currently 54 countries in the Commonwealth and 72 teams participate in the Games. The four Home Nations of the United Kingdom - England, Scotland, Wales and Northern Ireland - send separate teams, and individual teams are also sent by Guernsey, Jersey and the Isle of Man.

Only six teams have attended every Commonwealth Games: England, Australia, Canada, New Zealand, Scotland and Wales. Australia has topped the medals table at twelve games, England at seven and Canada once.

Birmingham 2022 will be the third addition of the Games hosted in England. The previous two additions were in London in 1934 and in Manchester in 2002. Birmingham 2022 is set to have the largest ever female and para sport programme in history.

The value of the Commonwealth Games

The Games may be famously friendly, but competition is often fierce. For some non-Olympic sports, they are the pinnacle. Medals are prized very highly by those who win them and over the years there have been many iconic performances. Different memories will stand out for different people, but few will forget Team England winning the netball competition on the Gold Coast in 2018, Paula Radcliffe's record breaking 5000m at Manchester in 2002, or Daley Thompson's explosion onto the world stage at the Edmonton Games in 1978.

The Games play a vital part in the cycle of competition and the athlete's development pathway. They provide experience of major international competition in a multi-sport environment. For some athletes and coaches, the Commonwealth Games are a vital stepping-stone to the next Olympic Games.

The Games contribute not only to sport but also socially and culturally. They are largely about young people and they are inherently multicultural. The next Commonwealth Games in 2022 will bring together 6,500 athletes and officials in one of the youngest cities in Europe (around half of its residents are under 30); cheered on by an inclusive, welcoming and sport-loving city region that is already home to 187 nationalities from around the Commonwealth and the rest of the world.

The Role – Sport Manager (fixed term contract until September 2022)

The Sport Manager will report to, and work closely with, CGE's Head of Performance and Sport Engagement on a number of key Games Delivery projects for the 2022 Commonwealth Games in Birmingham supporting the preparation of the team. They must have a level of flexibility as the working environment and remit changes each month as Games time nears and an engaging manner in their approach to working with internal and external stakeholders.

Key Responsibilities:

- Work closely with the Chef de Mission and Head of Performance and Sport Engagement to continue sport and performance planning communication with nominated NGB Team Leaders and Performance Directors for Birmingham 2022 to create the best possible performance environment for the team.
- Play a critical role in the team's preparations for a Home Games ensuring Team Values and athlete needs are embedded throughout the journey.
- Act as the point of contact with nominated NGB Team Leaders throughout the cycle to understand the athlete needs and sport planning requirements.
- Act as the point of contact with dedicated sports at Games time to support the delivery of their plans ensuring the best performance environment is created.
- Play a supportive role in the delivery of key athlete initiatives in the build up to the Games and final preparations.
- Work closely with the Deputy Chef de Mission Performance to provide support for the design and development of the Performance Services team.
- Work closely with the Deputy Chef de Mission Performance to provide coordination support for the design of Games time spaces and requirements.
- Play an active role as required across all key Sport and Performance deliverables.

Key Attributes of the Role:

- A strong understanding of high-performance sport
- Credibility within the sports sector
- Experience of working with NGBs, or within an NGB
- Experience of working with a major sporting event environment and with athletes
- A strong and clear communicator
- Ability to motivate others
- Interpret and anticipate change and respond effectively
- Have a strong understanding of a team ethic
- Ability to operate well under pressure

Role Details

- Title: Sport Manager
- Reporting to: Head of Performance and Sport Engagement
- Salary: circa £40k pa plus benefits
- Contract: Fixed term full-time contract of 35 hours per week, 1 April 2021 to 30 September 2022
- Location: London with considerable time spent in Birmingham.

Person Specification

Criteria	Essential	Desirable
Experience		
An understanding of sport in England, the UK and internationally, particularly the objectives of the Commonwealth Games	✓	
Have previous national or international experience working within high performance sport	✓	
Experience of operational delivery within an Olympic, Paralympic or Commonwealth Games environment		✓
Experience of/an understanding of the needs of elite athletes and coaches	✓	
An understanding of the key aspects of multisport competition	✓	
Ability to work long hours, often under pressure, whilst balancing conflicting demands and managing deadlines	✓	
Experience of managing people / stakeholder relationships, including being able to; <ul style="list-style-type: none"> - Negotiate - Hold meetings - Make informed decisions - View and maintain perspective of the 'big' picture - Engage and support team members - Delegate and manage/ monitor team members 	✓	
Skills		
Excellent planning and organisational skills with a high attention to detail	✓	
Excellent verbal and written communication skills	✓	
Ability to resolve issues / problems swiftly and at the lowest level both informally and formally	✓	
Ability to handle pressure, manage unexpected events in a stressful situation including crisis management	✓	
Excellent IT skills including Word, Excel, PowerPoint, use of Outlook and other communications devices	✓	
Behaviours/Competencies		
Passion for sport and the Commonwealth Games	✓	
Resilience and focus on achieving results through consultation and collaboration with others	✓	
Personable and engaging	✓	
Ability to work under pressure	✓	
Sound judgment	✓	

Equal Opportunities Policy

Commonwealth Games England is an equal opportunities organisation and is committed to providing equal opportunities to all employees and potential employees. This includes the recruitment, selection, training, work conditions and career management/ promotion of employees. Commonwealth Games England opposes all forms of unlawful and unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, sexual orientation, marital status and civil partnership, gender reassignment, religion or belief, and disability and is committed to eliminating discrimination and harassment in the workplace.

Recruitment process and application instructions

Please send your CV and a covering letter outlining your suitability for the role to recruitment@teamengland.org

The closing date for applications is 5pm on Monday 11 January. Interviews will be held virtually week commencing 18 January.