

Chief Executive Disability Snowsport UK

Location: Flexible.

Can be a balance between home-working and working from office locations, with routine travel to other UK locations and occasional travel abroad, once travel restrictions are lifted.

Salary: £50,000 – £55,000 full time

Disability Snowsport UK (DSUK) is a charity and membership organisation which offers unique opportunities for children and adults with disabilities to access snowsports.

DSUK believe that taking part in adaptive snowsport has the power to transform a person's relationship with not just their disability, but with all aspects of their lives. We believe that all people have the right to access the unique physical, mental, and social benefits of snowsport, regardless of disability, injury, or experience.

With a team of around 400 staff and volunteers, we operate ski schools at various locations throughout the UK as well as delivering opportunities to ski and snowboard in a mountain environment worldwide. We also provide a platform for disabled skiers to meet and participate in snowsports through our local groups. Our annual income is circa £ 900,000.

With over 40 years' experience in teaching adaptive snowports in the UK, DSUK has been successful in raising prominence of the sport through working with the British Association of Snowsport Instructors (BASI) to introduce the Adaptive Snowsport Instructor qualification pathway and through getting our Para-athletes onto the world stage.

Over the past two years the organisation has been undergoing a process of change as we set in place a new and ambitious strategy; and sought to extend our reach and widen the services we offered. While it is fair to say that the pandemic has temporarily stopped our physical delivery, it has not dampened our desire to grow and to provide support to our members.

We recognise that disabled people are disproportionately affected by the current situation and that the isolation that many people are feeling is compounded by their disability, particularly for those clinically vulnerable and shielding. To this end we are developing a range of new ideas which will support the health and wellbeing of our members; and further accelerate the organisation's transformation.

We are seeking a strategic, dynamic and effective leader to continue this work. To help take stock and lead the charity on the next stage of growth, expanding reach and increasing revenue through developing a range of new products and member services.

Scope of work

Working with our highly experienced Board of Trustees the CEO will further develop thinking around the nature and shape of the Charity post-pandemic and deliver a strategy for Disability Snowsport UK which is forward looking and ambitious.

The CEO will lead a small and committed team of 50 paid staff and around 350 volunteers, based in the Head Office in Aviemore, as well as in ski centres across the UK. They will ensure sound operational management and financial viability of these centres. They need to be innovative and proactive with the ability to provide hands-on support when required and build the capacity and skills of Disability Snowsport staff. They must be capable of providing strong leadership and implementing sound management practices.

We are looking for a strategic thinker who can build on connections with other organisations and develop new partnerships. As a charity, a focus on establishing and maintaining sustainable finances is critical. This will involve diversifying current funding streams and developing new revenue generating services.

The CEO will represent the organisation at high profile events. As such, they will need to show tact and diplomacy; and will need to be a confident and inspiring public speaker.

Key responsibilities

- Define and deliver a forward looking and ambitious strategy to expand the opportunities for Disability Snowsport UK and its members.
- Lead a proactive and ambitious approach to fundraising and revenue generation with an aim to diversify the income sources for DSUK.
- Identify opportunities to innovate, improve and strengthen the delivery of Disability Snowsport UK's core business.
- Align operations with overall strategy and optimize available resources.
- Develop the capacity of the senior management team to facilitate organisational growth.
- Expand grassroots participation in adaptive snowsports across the UK.
- Oversee delivery of snowsports programmes in the UK and activity weeks abroad in Europe and the US.
- Provide strong, inspirational leadership and management of staff and volunteers across multiple locations.
- Implement appropriate corporate policies and procedures to ensure compliance with relevant legislation and foster a culture that provides a safe, effective, child / vulnerable-adult friendly environment across the charity.
- Manage relationships with external stakeholders including patrons, high profile sponsors and funders.

Personal qualities:

- Confident communicating and building relationships with a wide range of stakeholders including Trustees, high profile Patrons, our staff and our clients.
- Strategic thinker with the ability to identify trends and determine the strategic value of emerging opportunities.
- Flexible, proactive and resilient, with the ability to adapt and respond quickly to changing circumstances.
- Strong leader with the ability to motivate and coach team members to achieve their full potential.
- Charismatic leader who is passionate about what we do and able to inspire others.
- Inclusive in approach and values diversity
- Passionate about equality and opportunity for all; and committed to changing attitudes towards disability.

Essential experience:

- Minimum of two to three years' experience in a senior level role with budgetary accountability.
- Experience in interacting with a Board. e.g reporting to a Board as an Executive or one level below e.g. reporting to a member of the Executive team.
- A track record of strategic leadership and/or experience of managing change and business turnaround.
- Proven ability to build effective partnerships (e.g. corporate partners, funding bodies, sports agencies)
- Strong operational management credentials with the ability to translate strategic thinking into business outcomes.
- Practical experience in managing risks and contingency planning.
- Strong communication skills and proven ability to empower, motivate and inspire a diverse and geographically spread workforce and member base.
- Knowledge or experience of adaptive sports and / or experience of working with disabled people, although not essential, is highly desirable.
- Knowledge of snowsports and /or the British snowsports landscape is highly desirable.

Desirable experience:

- Experience in a membership organisation and developing member services.
- Experience in broadening organisation scope and extending reach in a digital world.
- Experience of developing a volunteer strategy and engagement with volunteers.
- Knowledge of the disability and accessibility sector.
- Knowledge of the Charity sector and related governance considerations particularly in relation to managing an organisation with local groups or within a federated charity structure.
- Current knowledge of Sports Governing Bodies, sport development networks and other relevant agencies programs and policies.
- Experience of fundraising both Direct Giving and through Trusts and Grants.
- Previous experience as a CEO would be a distinct advantage.

Disability Snowsport UK is an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their race, sex/gender, disability, religion/belief, sexual orientation, gender reassignment, marital status or age.