



The post holder reports to INF Chief Executive Officer who is based in Manchester, England. The post holder could be home-based* and based outside of the UK.

The role is part time – the equivalent of up to 2 days per week (flexibly) – the post holder will be required to manage the work load during the period.

Initially on a fixed term contract of 12 months from appointment.

Job Purpose

To work on behalf of the INF to lead/support the development of INF's Member netball associations and Regional Federations and deliver the INF's mission to expand netball's world-wide reach and impact.

Background

The International Netball Federation (INF) has developed a new strategic plan designed to deliver a vision for the sport of netball:

“Our sport is open to all and inspires netballers to embrace opportunities and achieve their potential”

The mission is to expand netball's world-wide reach and impact and this will be delivered through 3 core strategies of GROW, PLAY and INSPIRE. The key programmes that the Head of Development will be responsible for are:

GROW - Increase global participation, reach, revenue and capacity

- Work with Members and Regional Federations to create strategies to **grow netball** that identify, prioritise and exploit opportunities and maximise the return on the investment of our limited resources
- Create a **National Federation Development Programme** (with learning and sharing at its heart) to support all Members irrespective of size to enable and accelerate growth

PLAY - Driving game development and worldwide delivery of a portfolio of thrilling world class events

- **Embrace boy's and men's participation** without losing netball's unique position (USP).

The INF Head of Development role will include strategic and operational responsibilities in relation to the growth and development of the INF's member netball associations.

Specific Responsibilities

- Work with the President, Board and CEO to develop a 'INF Global Membership Strategy' to deliver sustainable development for the sport of netball on a global basis through the support of Members and Regional Federations, with agreed Goals and KPIs for the period 2020-24
- Lead the **Netball Federation Development Programme** to:
 - Create a framework that captures the essential components for each stage of Member development (Emerging nations to 'Gold')

- Seek a commitment from the more developed nations to help others progress through a managed programme.
- Develop a plan for the coordinated deployment of expertise and sharing of products & knowledge across national and regional boundaries to support progression.
- Identify INF and Member volunteer resource required to support this development on a global basis
- Support the Regional Federation Boards/Executives in the development of regional growth strategies and development plans.
- Review the effectiveness of the INF netEffect funding provided for development by INF to Members through the Regional Federations and identify opportunities to improve the programme.
- Direct and support the Regional Development Manager – Africa to ensure the growth objectives for the continent are realised through the deployment of the legacy programmes of the NWC2023.
- Provide advice and support to Member countries and Regions on their local development initiatives.
- Manage and maintain relevant, up-to-date information concerning the profiles of Member countries and their programs, associated agencies and other research relevant to the INF's overall development strategy.
- Benchmark development programmes of other sports.
- Plan, facilitate and implement training and education opportunities/resources to achieve INF's development objectives.
- Liaise with the INF's Committees (primarily Governance and Commercial), technical Advisory Panels (Coaching, Rules, Officiating, Medical) and athlete's forums as required to create and support development plans.
- Work with the Digital Marketing Manager to develop campaigns and support materials to attract new participants and new Member countries and support their growth e.g. region and member webpages within INF website, membership databases etc..
- Promote netball as a development tool for women and engage with relevant global stakeholders such as the IWG-Women In Sport, UN, the Commonwealth of Nations and relevant NGOs and/or INF sponsors.
- Cultivate a strong network of global relationships within the netball and development community as well as with lead sporting organisations, e.g. UK Sport, Australian Sports commission, NZ (Pacific Sporting Partnership with New Zealand Ministry of Foreign Affairs and Trade (MFAT), IOC, CGF etc;
- Produce regular reports to ensure the INF CEO and Board are fully apprised of progress.

This list is not to be regarded as exclusive or exhaustive, as there may be other reasonable duties and requirements associated with the post, which INF may call upon the post-holder to perform from time to time

Skills and Experience

Essential:

- Previous and proven experience in creation and delivery of sport development and sport for development programmes in netball including governance, administration, and delivery of education and training programmes.
- Understanding of the key functions and drivers of growth and development for national and regional netball associations.

- Proven ability to work with stakeholders in sport, including NGOs, funders and sponsors at both a strategic and operation level.
- Budgetary, project and financial management experience and planning skills.
- Ability to create consensus and commitment from groups of diverse stakeholders.
- Experience of flexible working, comfortable with ongoing change and with ability to vary work patterns and prioritise tasks to meet the changing needs of the business as and when required
- Strong administrative, organisational skills and time management with evidence of relevant techniques and understanding of project management methodologies
- Evidence of excellent written and verbal communication and a natural ability to liaise and communicate with people at all levels with a high level of diplomacy and professionalism
- Empathy and experience in working with multi-cultural, multi-geographical settings
- Ability to provide dynamic leadership to a key area of INF's work.
- Ability to use initiative, with good problem-solving skills
- Proven and successful management experience.
- The ability to work with minimum supervision, unconventional hours and travel domestically and internationally as required.
- Strong IT and keyboards skills including MS Office 365 applications and video conferencing platforms.

Desirable:

- Degree in a relevant discipline.

Additional Information

Standard office hours are 9:00 to 17:00 Monday – Friday although flexibility to work outside of these hours is required in order to ensure core objectives are achieved.

International travel will be required.

Equal Opportunities

INF is committed to equal opportunities for all staff and applications from individuals are encouraged regardless of gender, age, disability, gender reassignment, sexual orientation, pregnancy and maternity, race, marriage and civil partnerships, religion or belief.

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*The INF office is currently closed due the Covid-19 pandemic and all staff are working from home to reduce the risk to health.