



CHAIR RECRUITMENT PACK

County Sports Partnership Network

October 2017



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The following supplementary information may be useful and further information is available from www.cspnetwork.org

-  CSP Network [Annual Impact Review](#)
-  CSP Network [Annual Report & Accounts](#)
-  Government Strategy for Sport – [‘Sporting Future’](#)
-  Sport England Strategy – [‘Towards an Active Nation’](#)



WELCOME LETTER

Dear colleague,

Thank you very much for your interest in the role of Chair of the County Sport Partnership (CSP) Network. It is an exciting time to join us - over the last decade our network has become an important part of the sport and physical activity landscape across England. For some time we have been developing into independent local organisations meeting the needs of their local communities, whilst also developing as a strong nationwide network that can deliver across every part of England. Moving forwards, the Government strategy for sport and physical activity highlights an important role for CSPs, reinforced by a Government commissioned independent review of CSPs in 2016, which will require CSPs to become more strategically influential and partner with Sport England to support the local delivery of its new strategy, 'Towards an Active Nation'.

As the charitable umbrella body that leads, supports and represents the interests of CSPs, we want to ensure that our own governance is appropriately dynamic, visionary and in line with the high standards expected from publicly funded organisations. With that in mind, last year we formed a new Board to bring fresh energy to our work and generate a shared momentum for all that we need to achieve. Having overseen this transformation our founding Chair Richard Saunders will now pass on the baton having completed his two terms of office.

We are now looking for an exceptional leader to guide our future direction and provide leadership to the network of 44 independent CSPs across England, to represent the network with Government and key national stakeholders, as well as Chair the CSP Network Board to ensure it fulfils its purpose.

Our future Chair could be drawn from within our membership of CSPs or from outside the network, but you will share our passion for the power of grassroots sport and physical activity to transform lives, and it is likely you will have an understanding of, and access to important networks or contacts, in the sport and physical activity sector. You will also need to be committed to our aims and values, and to equality and diversity.

Whatever you bring, we'd ask that you're realistic about making time for this important role. This pack is designed to help you understand more about us, and the role, and we are happy to answer any questions you may have.

Yours faithfully

Marg Mayne

Marg Mayne
Senior Independent Director
CSP Network Board



YOUR APPLICATION & THE RECRUITMENT PROCESS

Dear colleague,

Thank you for your interest in the role of Chair of the CSP Network. Please find below details of the selection process, to assist you in completing and tailoring your application. On the following pages you will find further information about the organisation and the role.

In order to apply you should submit:

- An up-to-date CV which shows your full career history – we recommend that this is no longer than three pages;
- A supporting statement explaining why you are interested in this role detailing how you meet the skills we are seeking – we recommend that this is no longer than two pages;
- Indicate if you cannot attend the interview date.

Please send your application, by email to Nicki Couzens: info@cspnetwork.org

Closing Date - Applications should be received by 5pm on Friday 1st December 2017.

You will receive an acknowledgement and we suggest that if you don't receive this, you contact us to ensure that it has arrived. Using a secure email address and putting the job title/organisation in the subject line reduces the chances of any email going into spam.

Interviews are scheduled for 18th December 2017, London

We very much see these as a two way opportunity for us to find out more about each other.

Please do contact us if you wish to have an informal discussion about the role/organisation or if you have any other questions to help you decide whether to apply. You can contact:

✚ Chief Executive – Lee Mason – lmason@cspnetwork.org 07843-311854 or

✚ Recruitment Partner - Radojka Miljevic, Campbell Tickell - radojka@campbelltickell.com 07989 608 380

We look forward to hearing from you.

OUR STRATEGIC CONTEXT

County Sports Partnerships play a key role in helping deliver national strategies and programmes in their area.

Government Strategy

In 2016 the Government published a new strategy for sport and physical activity, 'Sporting Future: A New Strategy for an Active Nation'.

At the heart of the new strategy is a simple framework which sets out a set of outcomes that define why government invests in sport and by which organisations should look to measure impact:

1. Physical wellbeing, 2. Mental wellbeing, 3. Individual development, 4. Social and community development, 5. Economic development

The strategy advocates a more bottom up approach with local organisations encouraged to work together in their areas so that local people can get the most value from sport, and recognises the role that CSPs have played in such local partnership work over many years.

Sporting Future:
A New Strategy for an Active Nation



#SportingFuture

CSP Appraisal

As part of the Sporting Future Strategy, the Government commissioned an independent review of the role played by CSPs in the delivery of sport and physical activity at the local level and their contribution to the delivery of the new strategy. This review confirmed the important role CSPs can play in the delivery of the Government strategy, and made a number of recommendations to CSPs and to Sport England who will fund them to help deliver their strategy to 2021.

Sport England Strategy

Sport England's strategy 2017-2021 Towards an Active Nation is aligned to the Government strategy and takes forward many of the key themes. CSPs will partner with Sport England to help deliver the strategy in every locality by developing a strong understanding of their local place, broker and support the right relationships to maximize the impact on the Government's outcomes through sport & physical activity, with a focus on inactivity and under-represented groups.

Other National Strategies

CSPs were also referenced as having an important role to play in the Government Childhood Obesity Strategy, and in the Government approach to PE & School Sport, including helping schools maximise the impact of the Primary Premium.



ABOUT US

The CSP Network is a nationwide network of 44 County Sports Partnerships (CSPs) which are committed to Transforming Lives by Growing Grassroots Sport & Championing Active Lifestyles.

The Role of CSPs

CSPs are local strategic organisations which collectively employ 730 staff and have a turnover of over £60 million. CSPs are funded by Sport England to support the local implementation of their strategy, and provide a range of services, in collaboration with partners, to produce high impact solutions to meet local need and deliver a range of health, social and economic outcomes through sport and physical activity. Their emerging future role includes:

- 1. Influencing Local Strategy & Investment** to maximise the impact of resources, advocating and demonstrating the value of physical activity with key decision makers.
- 2. Guiding Participants' Relationship with Sport & PA**, creating routes to market and promoting local opportunities to facilitate & embed behaviour change.
- 3. Shaping the Sport & Physical Activity Market** to better meet customer needs, providing support services for coaches, volunteers and clubs in areas such as funding and safeguarding.

We also deliver high impact partnerships and programmes such as our [Workplace Challenge](#).

More information about our services, impact and case studies are available at www.cspnetwork.org and our most recent Impact report is available [here](#).

The CSP Network

As a registered charitable company and the umbrella body for County Sports Partnerships, CSP Network leads, supports and represents CSPs. We are a federated structure of independent organisations and as most of the funding to CSPs does not come through CSP Network, we do not directly manage CSPs, but work closely with Sport England as the major funder of the network, and act as an improvement & innovation agency, learning what works in creating the conditions for success and driving impact across CSPs.

Our ambition is to further strengthen our unique network as a driving force for the development of local grassroots sport and physical activity over the next 20 years and beyond.

To achieve this, the organisation undertakes the following key functions:

- Provide leadership and facilitate collaboration to stretch and inspire CSPs and create more than the sum of the parts
- Create improvement tools, training and guidance and provide targeted support to help create high performing CSPs
- Secure and develop partnerships, programmes & resources to enhance CSP added value and impact.
- Promote the work of CSPs to increase understanding & support amongst key stakeholders.

As a federated structure our approach is to celebrate the local ownership, presence and independence of CSPs to deliver real local impact, while also championing the power of the network and facilitating collective action to provide national reach – this is our key USP.

We are a charitable company, governed by a [Board of Trustees](#) including CSP Member representatives and independent members.

We have a small national team led by our Chief Executive Lee Mason, and currently employ 7 staff. Details of our team can be seen [here](#).

Our Values

We are committed to equality in employment and everything we do and all our work is underpinned by the following values:

- **Equality** – ensuring that everyone has an equal chance to take part
- **Customer Focus** – a focus on providing great experience based on customer need
- **Collaborative** – independent partnership builders acting with integrity and brokering productive relationships
- **Enterprising** – a dynamic approach to sustainable growth
- **High Performing** – committed to excellence, continuously improving and maximising impact

ABOUT THE ROLE

CSP NETWORK CHAIR

Purpose of the Role

To ensure effective governance, provide effective leadership and be the public face of CSP Network

Key Tasks

1. Provide leadership for the Network of 44 independent CSPs across England, through influence and natural authority, to be a collective force to unlock the power of sport and physical activity to transform lives
2. Represent the network as a trusted interlocutor with key national stakeholders
3. Chair the CSPN Board, ensuring the CSPN fulfils its purpose and is a model of high performance
4. Lead the Board in ensuring sound governance of the organisation
5. Partner with the CSPN Chief Executive to fulfil the above.

Person specification

1. Passion and commitment to growing participation in sport and physical activity for all, demonstrated by knowledge and experience of the sector.
2. Purposeful in vision, driving consistent direction on the strategic issues
3. Credibility to build relationships and influence at a senior level both locally and nationally
4. Collaborative style, building consensus while able to address and resolve conflict if required
5. Sound knowledge of good governance and commitment to highest standards
6. Experience of organizational development, improvement and change management would be advantageous.

Time and commitment

The role is estimated to take 3-4 days a month including 4 Board meetings per annum plus some sub-committee meetings, 2/3 conferences per annum, meetings with stakeholders as required, liaison with the Chief Executive and staff team meetings from time to time. About 2/3 of this time is likely to be in Central London.

Terms

The appointment is for 3 year term, and up to two consecutive terms can be served.

The Chair is appointed by the Board through an open recruitment process

The Chair can be drawn from within our membership of CSPs or from outside the network.

The role is voluntary. Travel and other reasonable expenses will be reimbursed.

THE CSP NETWORK BOARD

The Board of Trustees provides strategic direction and oversight for the CSP Network charitable company.

CSP Network Board Members

The Board comprises a diverse team with six members drawn from CSPs and five from other sectors, all appointed for the value they bring to our work.

Details of our Board members can be found [here](#).

The Role of the CSP Network Board

The purpose of the Board is to enable the CSP Network to achieve its mission and charitable objects through effective leadership, governance, influence and accountability.

The Board members are both the charity trustees and the company directors of the CSP Network, which is a charitable company registered with both the Charity Commission and Companies House.

The Board's key roles are:

Leadership – to provide effective leadership to CSPs and key stakeholders, guiding, upholding and protecting the values, integrity and reputation of the CSP Network.

Governance – to ensure the CSP Network complies with its Articles of Association/governing documents, governance best practice, and any other relevant legislation or regulations, safeguard the assets and continuity of the organisation.

Strategy – to set the strategic direction and strategic objectives of the CSP Network, develop, approve and monitor the implementation of the Business Plan.

Financial – to take financial responsibility to safeguard the assets and continuity of the organisation, agree strategic priorities for funding, investment and business development, explore commercial opportunities, assess and manage risk and compliance, and ensure that financial information is accurate and that controls, monitoring and reporting systems are robust and defensible.

Partnership – to ensure that strategic relationships and alliances are developed at high levels through effective partnership engagement, transparent communication, relationships and satisfaction.

Advocacy and Influence – to champion and advocate the work of CSPs and the CSP Network, engaging with and influencing key decision makers and influencers.

Delivery & Impact – to provide scrutiny and constructive challenge with regard to delivery plans, policies, progress and impact.

The charity's Articles of Association further outline the formal powers of the Board.

MEDIA ADVERTISEMENT



Could you help lead and champion our unique network?

CSP Network Chair

The CSP Network leads, supports and represents the 44 County Sports Partnerships across England which are committed to transforming lives by growing grassroots sport and championing active lifestyles.

We are looking to recruit a new Chair to help lead and champion our network and guide our future direction.

This is a really exciting time to join us – we are moving into the next phase of our evolution as strategically influential agencies with a key role in helping deliver the Government strategy for sport and partnering with Sport England to support the local delivery of its strategy to tackle inactivity and maximize the social and economic impact of sport.



Our future Chair could be drawn from within our membership of CSPs or from outside the network, but you will share our passion for the power of grassroots sport and physical activity to transform lives, and it is likely you will have an understanding of, and access to important networks or contacts, in the sport and physical activity sector. You will also need to be committed to our aims and values, and to equality and diversity. The role is non-remunerated but expenses will be reimbursed.

Closing date for applications: 5pm, 1st December 2017. Interviews will be held on 18th December.

You can download a job pack from www.cspnetwork.org/about-us/current-vacancies or by email at info@cspnetwork.org For an informal discussion, please contact Lee Mason, Chief Executive, lmason@cspnetwork.org or our recruitment partner Radojka Miljevic radojka@campbelltickell.com