

PERFORMANCE DIRECTOR CANDIDATE PACK



WELCOME

Thank you for your interest in this exciting opportunity to become Performance Director for British Wheelchair Basketball.

We are looking for an experienced, capable and engaging leader to join our sport, who will play a prominent role in continuing to develop our sport at the highest level.



THE SPORT

- Only team para sport included in the first Paralympic Games in 1960 in Rome
- The most popular sport in the Paralympic Games – 12,000 people in Bercy Arena for every session in Paris 2024
- Truly inclusive sport – disabled and able-bodied players play on court together
- BWB responsible for whole sport – community and performance
- Only women's performance league in the world
- GB men won silver medal in Paris 2024, silver at World Championships in 2023 and gold at European Championships in 2023
- GB women finished fifth in Paris and won silver at European Championships in 2023



THE SPORT

Ninth most popular sport across the Paralympics and Olympics in the UK

EY UK SPORTS ENGAGEMENT INDEX 2024	
ATHLETICS	5.9M*
GYMNASTICS	4.6M*
DIVING	4.4M*
CYCLING	4.3M*
SWIMMING	4.1M*
ROWING	3.4M*
FOOTBALL	3.3M
CLIMBING	3M*
WHEELCHAIR BASKETBALL	2.9M
TABLE TENNIS	2.8M

*denotes multi-discipline sport



ABOUT BWB

- BWB is the national governing body for wheelchair basketball in the UK and NI. We receive funding from both UK Sport and Sport England to deliver the World Class Performance and Talent programmes alongside the grassroots participation part of the sport.
- We are one of the most successful Paralympic teams, with our men winning a silver medal in Paris and our women finishing fifth. Our junior men also won gold in the recent Junior European Championships.
- We have around 70 clubs in our competitive domestic leagues as well as over 80 teams taking part in our recreational and sanctioned leagues.



OUR AMBITION

WHAT

- Make wheelchair basketball an everyday sport

WHY

- To change the societal narrative around disability, to challenge the status quo and to make it matter



HOW WE WILL DELIVER OUR AMBITION

- 1) Win gold medals – it matters
- 2) Create more playing and participation opportunities nationwide, through clubs, schools and partner organisations
- 3) Challenge perceptions of and behaviours around disability by partnering with organisations who want to be better – equality starts in the workplace
- 4) Advocacy at all levels of government to drive policy change



OUR IMPACT

- 70 domestic clubs in competitive and recreational leagues
- 1,681 new participants in 2023/4 league through Inspire A Generation programme
- 48 teams in new recreational leagues and sanctioned leagues this season
- New under-14s competitions
- 21 teams in recreational Women's League
- 14 clubs delivering junior programmes through new junior initiative



OUR IMPACT: WHY IT MATTERS

I used to sit on the side watching rounders at school. That was supposed to be inclusive.

I couldn't really do any sport beforehand. It's the first time I could compete and work towards something.

At school I was tasked with measuring the long jump. I never really got to play sport.

I did used to play table tennis, but it wasn't 'fair'. They didn't get the other person to use a chair.

Now, not only can I keep up, but I also have an opportunity to excel as well.

I can read football, but I couldn't keep up. It frustrated me. With wheelchair basketball, I have the freedom to play.

OVERVIEW

There are exceptionally high aspirations for our world class programme and therefore our Performance Director. These focus on building on our recent strong results to deliver success at our European championships in 2025 and 2027, our World championships in 2026 and ultimately in LA in 2028. We have recently been awarded around £5m in UK Sport funding for the LA cycle and this role will be responsible for managing that budget.



THE ROLE

We are seeking an engaging, committed and creative leader who believes in the importance of the team in delivering extraordinary results and is prepared to empower individuals and always operate within the values of the organisation. We strive to be the best in all that we do, to be excellent in our everyday activity as members of the world class performance team, regardless of role.

Core strengths

The successful candidate will be able to demonstrate:

- An in-depth understanding of the needs of a high performance team environment
- Significant sport pathway development experience
- Proven ability to lead cultural change
- As strong track record of operating at a strategic leadership level
- Empathy, humility and emotional intelligence



WHAT WE OFFER

- Competitive salary
- Generous annual leave entitlement with additional day for every year service up to five extra days
- Pension contribution operated through salary sacrifice
- Access to Vitality Benefit programme on completion of probation period
- Career development and learning opportunities
- One to one coaching



HOW TO APPLY

- Please submit a CV along with a brief covering letter stating your interest in the role, how you believe you match the criteria outlined in the candidate pack and why BWB is of interest to you
- Please email: apply@eppglobal.com
- The closing date for applications is midnight on Sunday 5th January 2025
- Final interview day will be Friday 7th February
- BWB is an equal opportunities employer and this position is being openly recruited
- We are actively looking to recruit members from a range of backgrounds, circumstances, protected characteristic groups, and identities and encourage potential applicants from these backgrounds to apply
- All applicants will be assessed solely on merit. Should you wish to apply in an alternative format or would like us to make reasonable adjustments as part of the selection process then please contact us
- You will be required to undergo and complete a satisfactory DBS check as a condition of your employment





BRITISH
WHEELCHAIR
BASKETBALL