

British Orienteering - Performance Manager

British Orienteering is the national governing body for orienteering in the United Kingdom and is looking for a new member of the team.

- Location:** Home working with expectation to work from British Orienteering's Head Office in Matlock, Derbyshire, on occasions and attend events nationally when required.
- Reports to:** Chief Executive
- Contract:** Two days per week (the post is dependent on Sport England funding)
- Salary:** Subject to discussions

Purpose of the Role

To provide strong leadership, communication, and organisational skills to manage the British Orienteering's Performance Pathway Programme at Levels 3-5.

Leadership & Management:

- To provide leadership and coordination of the Performance Pathway Programme Levels 3-5 in line with the agreed objectives.
- For the first three months in role, the focus should be on strategic leadership of the programme in collaboration with a subgroup from the Performance Pathway Steering Group. The post holder should review the most efficient use of resources and funding, including the approach to squad membership and team selections, to ensure the programme has the best chance of achieving objectives.
- Ensure that all Performance Pathway Programme deliverables are met and objectives achieved.
- Manage the Performance Programme Coordinator, Development Squad Lead, International teams Administrator and lead the respective coaching/administration teams (volunteers) at Levels 3-5.
- Foster a collaborative and positive team environment.
- Work collaboratively with the Chair of the Performance Pathway Steering Group (PPSG) in the planning and administration of PPCSG meetings, ensuring the action log is actioned and maintained.
- Manage the Performance Pathway finances, ensuring adherence to British Orienteering's policies and budget.
- Ensure that the Performance Pathway Programme is delivered in line with the relevant British Orienteering Policies including safeguarding, anti-doping and social media.
- Identify and engage with key stakeholders, managing expectations and addressing concerns promptly

- Conduct an end-of-season review and document lessons learned for future improvements.
- Commitment to safeguarding, anti-doping, equality and diversity
- Manage and coordinate the selection of the GB teams in collaboration with the Chair of Selections.

Communication & Reporting:

- Facilitate effective communication between team members and stakeholders [see below].
- Provide regular updates to the CEO, Performance Pathway Steering Group and Board.
- Work with British Orienteering's Financial Manager to track and report on the Performance Pathway Programme expenditure.

Planning:

- Develop a comprehensive plan outlining competitions and associated documents such as the annual Selection Policy, timelines, and resource requirements across all programmes and oversee the planning and management of training opportunities across the three levels.
- Collaborate with stakeholders [see below] in development of the plans and success criteria.

Other:

- Be flexible and adaptable to changing project requirements.
- Handle unforeseen challenges and adjust the Performance Pathway Programme plans accordingly.
- It is not part of this role to attend competitions in a paid capacity unless agreed with the line manager (Chief Executive).

Key Stakeholders:

- Athletes, parents,
- Performance Pathway Steering Group
- Selection panels for GB teams
- British Orienteering staff: Performance Development Manager, International Teams Administrator, Communications Officer and CEO
- Volunteers: Coaches and volunteers support staff for Levels 3 to 5, British Orienteering Board, members, Orienteering Foundation

Person Specification

Essential

Clear and demonstrable commitment to the development of performance sport.

Highly developed, inspirational leadership and strong people management skills with demonstrable success in building collaborative, supportive and innovative teams.

Proven programme planning and organisational skills, with the ability to be agile and responsive to a changing or evolving landscape.

Experience and ability to work with multiple stakeholders to build trust and confidence and achieve success.

Outstanding communication skills – listening, verbal and presentation and a willingness to engage constructively with all stakeholders, and in particular those directly involved in the programme.

Ability to manage budgets and maximise resources.

Commitment to safeguarding, welfare, anti-doping, equality and diversity.

Commitment to operate at the highest ethical standards at all times, including ensuring the programme adheres to all ethical behaviours expected of a coach and manager of athletes including young people.

Full Current Driving License with the ability to attend remote locations.

Desirable

A demonstrable understanding of what it takes to develop into a successful elite orienteer in all disciplines.

A strong and recent understanding of performance orienteering.

A team player with an open and consultative style and an optimistic approach.

An ability to build positive and mutually beneficial relationships with key individuals, clubs and committees that make a contribution to the Performance Pathway and performance environment within the sport

Other notes

All employees will be expected to support the wider team when required and attend our major events.

There will also be a requirement to attend relevant partner events as and when they occur.

Making suggestions to improve the working situation within their area of work and in British Orienteering in general.

Cooperating with measures introduced to ensure there is equality of opportunity in employment and equality.

Complying with all aspects of British Orienteering 's Health & Safety Policy, Safeguarding Policies (Child & Adults at Risk) and Welfare arrangements.

Salary/Contract

The role is 2 days per week, 0.4 FTE. Evening and weekend work will be required at times. Remuneration and contract status will be based on terms that are mutually beneficial.

The post is dependant on Sport England funding.

To apply

Interested candidates should send a CV and a covering letter setting out why you are suitable for the role to Pbrooke@britishorienteering.org.uk

Should anyone wish to discuss the role prior to applying, please make contact with Peter Brooke and he will ensure that candidates obtain the information that they require in advance of any application.

Timetable

Deadline for applications is: **17:00 Friday 28th August 2026.**

Interviews:

Week commencing: (Provisional) **Monday 7th September 2026**

This job description is not intended to be regarded as inclusive or exhaustive and will be amended considering the changing needs of British Orienteering.