

British Orienteering
Access & Environmental Officer
Recruitment Pack



Photo Rob Lines

About British Orienteering

Founded in 1967 British Orienteering is the national sports governing body for the sport of orienteering in the United Kingdom.

We are a growing sport, striving to build on our past success by expanding our participation base into new markets and aiming to continue our record of punching above our weight in international competitions.

We are a dynamic and forward-thinking organisation and have worked especially hard in innovative ways over the past 13 months through difficult times where participation in sport has been greatly restricted. In 2019 (pre-covid pandemic) with a staff of 11.6, British Orienteering had around 10,000 members with a further 38,500 participants take part in the sport and a turnover of £885K. In the summer of 2024, we will host the World Orienteering Sprint Championships in the City of Edinburgh.

However, the external environment is changing with access to the countryside becoming more challenging which could impact on the number and cost of competitions. During the pandemic the countryside has attracted greater numbers of people for leisure and exercise purposes whilst organised sport was not permitted, which has also changed the dynamic somewhat.

The Role

British Orienteering is creating an exciting new role to address the increasing environmental, economic and regulatory challenges we face in securing access to the countryside for orienteering.

This new position will be part-time for three days per week and can be carried out remotely or at British Orienteering's Head Office in Matlock.

You will be a knowledgeable, enthusiastic and passionate advocate for the sport of orienteering. You will have a professional understanding of the importance of access to the countryside, with relevant technical, legal and environmental knowledge, and experience of putting this knowledge into practice. You will not be afraid to experiment and will develop new initiatives in partnership with a wide range of stakeholders, including landowners, environmental organisations, other NGBs, and voluntary and special interest groups.

The role requires excellent interpersonal and organisational skills, with the aim of providing a modern, responsive and effective service delivering good quality access to the countryside for the sport including clubs and Associations.

This is a demanding, varied and rewarding role. If you are committed to the positive benefits of sport and access to the outdoors, as well as to promoting sustainable and responsible use of the countryside, we'd like to hear from you.

Responsibilities

- Develop a land access plan, as part of the strategic plan for British Orienteering.
- Develop access related resources, information and guidance.
- Act as the professional lead for all land access and environmental issues affecting orienteering in the UK.
- Develop effective external partnerships with landowners and other stakeholders on a national basis.
- Negotiate national land access agreements with landowners, environmental organisations and other stakeholders.

- Build partnerships with national governing bodies of sport and other user groups to address shared environmental and land access challenges.
- Address complex access and environmental issues affecting British Orienteering's clubs and associations and resource permitting support them in resolving local land access challenges.
- Collate and monitor local land access agreements held by clubs and associations.
- Revise and maintain the British Orienteering Environmental Policy.
- Establish and communicate best practice for land access and environmental issues to British Orienteering's clubs and associations.
- Represent British Orienteering in external meetings relating to land access and environmental issues.
- Collate and collect relevant existing insight and research within this field.

Experience

You will have significant experience working in countryside access, including:

- Deploying advanced advocacy and negotiating skills to resolve complex land access and environmental issues with tact and diplomacy.
- Communicating complex issues in easy-to-understand language to a wide variety of stakeholders.
- Liaison and partnership working with a wide range of organisations, including landowners, environmental organisations, the voluntary sector and user groups.
- Managing and prioritising complex workloads.

You will also have a good understanding of the sport of orienteering, and of the land access and environmental issues affecting orienteering in the UK.

Person Specification

- Understanding of the legal basis for recreational access to the countryside in the UK, and of relevant environmental issues.
- Strong negotiator, with good interpersonal skills.
- Strong communication skills, both written and oral.
- Good problem-solving skills.
- Project management skills.
- Good ICT skills.
- Possess initiative and self-motivation.
- Able to work under pressure.
- Able to prioritise your own work.
- Able to follow health and safety procedures.
- Able to work alone or in a team.
- Able to keep accurate records.
- Willing to attend meetings outside normal office hours, including occasional weekend working.

Governance

The Board is led by an independent non-executive Chair, with three appointed independent NEDs and six directors elected by the membership. The position of Chief Executive is the senior executive

member of the Board. The Board meets at least four times a year and works to clear and pre-determined agendas. They hold one Annual General Meeting which is normally held during the JK Festival of Orienteering.

Funding

The majority of British Orienteering's funding comes from affiliation fees and competition levy fees paid by orienteers who are members of affiliated clubs which fund the core activities of the organisation.

The 2021 affiliation fee is £15.00 per adult member and £5.00 for a junior member.

British Orienteering currently receives c£0.8M over this four-year funding cycle from Sport England, which is specifically designated to fund Talent Programmes and Participation. The CEO and Chair work closely with Sport England to align areas of focus to further the sport and will soon enter into detailed discussions with regard to the next funding cycle.

Competitions

The clubs from British Orienteering organise around 1,600 competitions a year all requiring access permission. These competitions range from local club competitions with a small number of participants through to the JK Festival where around 2,500 participants compete over four days.

Staff

British Orienteering currently employs 8.8 FTE staff. Approximately half of the employees are based at the headquarters while the remaining staff work from home offices supporting the activities of British Orienteering. There is a rough 50/50 gender split in the organisation.

Volunteers remain the heartbeat of the sport and are vitally important to all they achieve.

Diversity

British Orienteering is committed to diversity and will promote diversity for all employees and members. We welcome applications from all sections of the community, regardless of age, race, colour, sex, marital status, religion, ethnic origin, nationality, disability or sexual orientation.

How to Apply

To apply, please complete an Application Form with a covering letter along with a completed Equality Form that explains what motivates you to apply and how you meet the requirements of the role by email to rgamble@britishorienteering.org.uk

Timetable

Deadline for applications is **23:59 on Sunday 16th May 2020**.

Interviews: week commencing **24th May 2021**

For more information please see:

- Official website: <https://www.britishorienteering.org.uk/>

If you would like to discuss this opportunity further please contact: Ric Gamble, Development Officer by email rgamble@britishorienteering.org.uk