



# Head of Insight

July 2024



# Note from our CEO

Thank you for expressing an interest in this important and exciting role.

It has never been a harder time to be a young person growing up in the UK. One in four children live in poverty. Recorded knife crime has more than doubled in the past five years. 80% of young people note their mental health has worsened in recent months and youth unemployment is at an all-time high. With youth provision reduced by over 40% since 2015, an already challenging future has been exacerbated by the cost of living crisis which has disproportionately affected the most disadvantaged and widened inequalities.

Amid the gloom, thousands of community sports groups operate, not to create the next sporting superstar but to remove barriers from young people's lives to allow them to thrive against the odds. We are the UK's largest network of community sports groups and we exist to provide our groups with the skills and funding needed so they can become sustainable and deliver their services to those most in need.

If successful, you'll be joining a remarkable Sported team of over 50 people with backgrounds and specialisms ranging from social/youth work and business development to sport development and econometrics. The delivery team are local to their members and reside across the UK. We also have a central office in Borough, London.

Even more capacity is provided by our skilled, knowledgeable and passionate volunteers, who now number more than 200, and who work with the leaders of our member groups – most of them also volunteers – to build the effectiveness and sustainability of their organisations, so that they can do what they do best: positively influence and change the lives of young people.

For more information about Sported, our services and our impact, please see [www.sported.org.uk](http://www.sported.org.uk)

Whether or not you apply for this role, and whether you are successful or not, I'm grateful to you for considering bringing your skills and energy to Sported and our wonderful members.

Yours faithfully,

**Sarah Kaye**  
Sported CEO



# Reach. Include. Empower

Our 2021-25 organisational strategy, sets out how we will strengthen the local workforce and build the resilience of community sports groups.

Through our network of 3,000 grassroots groups, we will improve wellbeing, tackle inequalities and connect communities.

We know sport and physical activity can have **wide ranging benefits** for young people, communities, and society.

Between 2021 and 2025, we have identified 3 priority areas - wellbeing, equality and community - that are hugely **relevant and important** within the current environment, and also where we believe Sported has the **expertise and experience** to have the biggest impact.

At the heart of our work will remain our **long-standing commitment** to support the **passionate, dedicated local people** who are running vital community sports groups across the UK and **building the resilience** of these groups, so that they can survive and thrive.

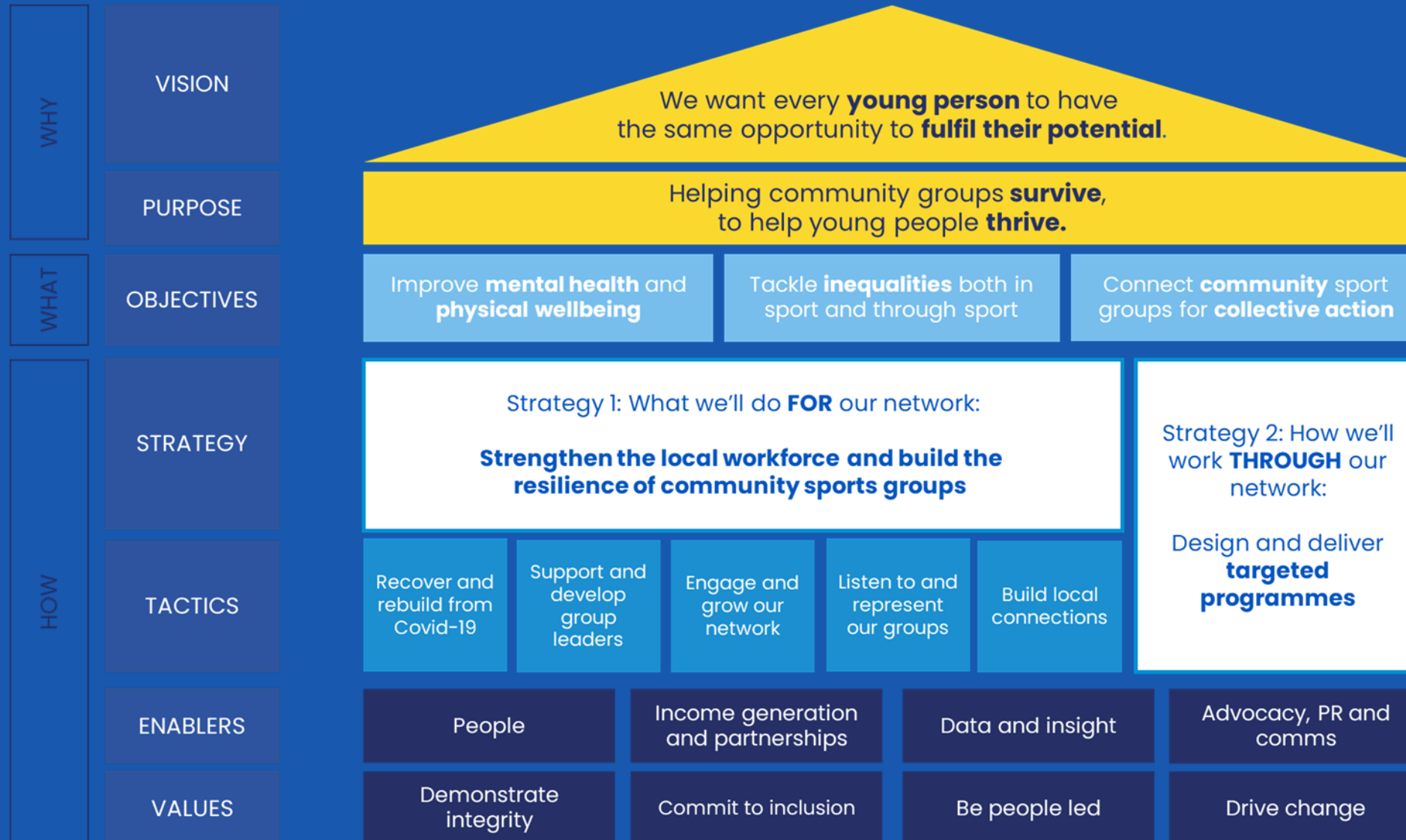
## Our vision

We want every young person to have the same opportunity to fulfil their potential.

## Our purpose

Helping community groups survive, to help young people thrive.

# The Clubhouse



# Sported staff benefits

Up to five days  
paid study leave  
for  
self-funded  
education/training

**At Sported, the wellbeing of our staff is paramount. We are proud to offer benefits to promote a happy and healthy team**

**Flexible working arrangements**, including working from home and flexibility around caring responsibilities

**A confidential counselling service** is available to all employees free of charge

**Annual leave entitlement of 25 days**, in addition to public holidays (pro-rata for part-time colleagues)

Access to a **Pension Scheme** to give you peace of mind

**Virtual Diversity & Inclusion 'Open Space'** every fortnight where the team support each other and educate on issues such as racism

A Sported **'Culture Club'** made up of six members of staff, who come together to discuss Sported staff culture, issues and promote innovation

**Cycle to Work Scheme** available to support our commitment to promoting healthy living

**Volunteer Days - two additional days of paid leave each year to volunteer** for another charity - or our Sported members

Discounted offer for a **12-month Tastecard+ membership** for £29.99 (RRP £79.99), giving you access to an array of discounts across food, shopping and entertainment.

**Daily Exercise is actively encouraged at Sported**, including activities for those based in local teams.

**Personal growth is a key component to the success of our organisation, at Sported we invest in learning and development opportunities**

'Learning Lunch', a timetable of **in-house virtual training sessions** where staff learn from each other on a variety of subjects related to our work



# Our Values

Demonstrate  
**integrity**

Commit to  
**inclusion**

Be  
**people**  
led

Drive  
**change**

We **lead** by example

We are honest, open and  
**trustworthy**

We are **diligent** and  
committed

We are willing to **challenge**  
and be challenged

We are positive, **supportive**,  
and approachable

We **value** an inclusive  
culture

We demonstrate respect  
and **equality** for all

We are led by the **needs**  
of our network and  
volunteers

We invite feedback and  
**respond** quickly

We **collaborate** and  
support our colleagues

We are **innovative** and  
make things happen

We strive for **continuous**  
**improvement** professionally  
and personally

We make a significant  
**impact** to communities and  
young people

# Role overview and Responsibilities

# Role Overview

Founded as a legacy of London 2012 Games, Sported is the UK's largest network of community groups, supporting over a million young people in some of the most deprived and underserved communities.

Although we are the largest network in the UK, there are many more groups that are volunteer-led and sit outside of traditional structures. Survival is a very real challenge that thousands of these groups face, and we have a responsibility we reach and support even more.

- **Job title: Head of Insight**
- **Reporting into: CEO**
- **Hours: 37.5 hours (Full-time)**
- **Salary: £42,436 – £55,000 per annum**
- **Location: Hybrid (in London 1-2 days per week)**
- **Annual Leave: 25 days in addition to Bank Holidays**

Our ambition is to double our network to 6,000 groups in the next three years, and in doing so, helping to transform the lives of thousands more disadvantaged young people. The Head of Fundraising and Partnerships role is a critical hire in the delivery of this ambition – increasing and diversifying revenue streams – building on some exceptional fundraising foundations, relationships and partnerships.

We are looking for a Head of Insight who is entrepreneurial and innovative, and excited by the prospect of being central to the next stage of Sported's journey.



# Role and Responsibilities

- Lead and oversee Sported's research and evaluation work, ensuring the insight generated is used to shape Sported's operations and strategy, and used to advocate on behalf of our beneficiaries.
- Lead Sported's impact strategy, and manage Sported's overarching measurement framework, overseeing the effective monitoring and evaluation of Sported's work.
- Manage Sported's KPI monitoring and reporting to track performance against Sported's strategy and objectives, and develop reports to share progress with Trustees and staff.
- Design, manage and conduct primary research, working with a wide range of research methodologies; implementing research methodologies, leading the analysis of complex evidence and effectively communicating the research findings to a range of stakeholders.
- Manage insight projects and deliver contracted works to time and within budget.

# Role and Responsibilities

- Represent Sported externally; build and manage relationships with different external partners including clients, funders, delivery and research partners.
- Monitor external trends and insight and identify research questions that explore topics or issues affecting our community groups and/or the young people they support.
- Support the Fundraising Team with funding applications and bids, and identify potential research contracts or tenders.
- Work with the Marcomms Team to effectively communicate our insight to a range of external stakeholders to drive support and investment into community sport.
- Lead, manage and support the Insight team, and promote a culture of accountability and insight-driven learning across the organisation.



# Person Specification

# Skills and Experience Required

- An experienced and confident leader, with the ability to lead the Insight Team and embed a culture of learning across the organisation.
- Excellent understanding of effective evaluation and reflective practices, and experience of generating actionable insight.
- Excellent knowledge of research techniques including quantitative, qualitative, mixed methods, systematic reviews and rapid evidence assessments.
- A good track record in undertaking a wide range of complex research projects from design to impact and delivering projects within timeframes and budgets.
- Experience of conducting community-focused and place-based research
- An ability to effectively presenting research findings (both written and orally) to different audiences.

# Skills and Experience Required

- Experience of creating and implementing strategic and operational plans.
- Strong organisational, planning and project management skills, with experience of running multiple work strands simultaneously.
- Ability to identify and build effective relationships with key stakeholders and foster and sustain positive, collaborative relationships both internally and externally.
- Experience of tendering / submitting fundraising proposals.
- Commitment to Sported values.
- Strong data analysis skills.

**We actively encourage applicants from diverse backgrounds especially from ethnically diverse, LGBTQ+ and disabled communities as well as those with lived experiences of tackling inequalities, as we believe diverse voices are instrumental in creating transformational change.**

Recruitment timeline:

Closing date for applications:	<b>Monday 19 August 2024 at 10am</b>
Notify successful applicants:	<b>Friday 23 August 2024</b>
Interviews:	<b>w/c 26 August 2024 &amp; w/c 2 September 2024</b>
Role commences:	<b>ASAP</b>

To apply for this role please head to the [career page](#) on our website, where you will find a link to apply. You are required to upload your CV and supporting statement providing clear examples of how you meet the person specification, ideally including a work portfolio. You should also complete our [Equality and Diversity Monitoring form](#).

To apply for this role please complete the application form and send it to [recruitment@sported.org.uk](mailto:recruitment@sported.org.uk)

Please note: Only successful applicants invited to interview will be contacted. Please assume therefore that if you have not heard from us, you have not been successful for interview.

If you have any questions about the role, please contact:  
[recruitment@sported.org.uk](mailto:recruitment@sported.org.uk)