



# Competition Development Manager

## Job Description

<b>Job Title:</b>	Competition Development Manager
<b>Location:</b>	Hybrid - Bisham Abbey National Sports Centre, Buckinghamshire
<b>Salary:</b>	£32,000 - £38,000 (dependent on experience)
<b>Contract:</b>	Full time Permanent
<b>Responsible to:</b>	Head of Sport

### BACKGROUND

England Hockey's mission is to "share the love of hockey and work together to make hockey more visible, relevant and accessible to all". The current focus for the organisation is delivery of its 5 objectives within the 2023-2028 strategic plan which can be found [here](#).

England Hockey is the National Governing Body for the sport of Hockey in England and is responsible for the management and development of the sport from grass roots to elite activities. We:

- Have a **membership** comprising clubs (750+), counties (42), and Areas (8) that affiliate to it. Approximately 160,000 individuals play in the club system, with an estimated 20,000 playing at university/colleges. C.900,000 children play at school. More than 15,000 coaches, umpires and officials are supported / developed.
- Have an **income/expenditure** of average £9m p.a. The Chief Executive is directly responsible for the operational budget but the Board, chaired by the Non-Executive Chair, approves the annual plan and budget.
- **Employ** 78 staff and contract with approximately 50 part time consultants mostly in the performance and coaching area. Circa 50 volunteers work at national level to run the sport, with thousands more running the great bulk of grass roots hockey.
- **Are currently the 'nominated country' on behalf of Great Britain Hockey** to qualify and prepare the Great Britain squads for the Olympics. The England Hockey Chief Executive, Performance Director and Head Coaches represent Great Britain as well as England Hockey. There is a Great Britain President to chair the Great Britain board which meets three times a year.

### ROLE SUMMARY

Working with Head of Sport, leading the delivery of the England Hockey Championships programme and Competition Development to optimise the quality of player and team experience.



## KEY TASKS AND RESPONSIBILITIES

### England Hockey Championships

- Overall responsibility for the management of the EH Championships programme for Adults, Masters, Juniors and Schools, Super 6s, In2Hockey.
- Ensure that the format and programme of championships meet EH strategic needs and the needs of teams and to structure these to maximise income generation and surplus over expenditure

### Competition Development

- Support the development of competitions for them to meet the requirements of the game and satisfy the current and future needs of the hockey playing community
- Provide and seek collaborative support with all departments within England Hockey to meet our strategic objectives and to assist with any cross-functional area issues or projects.
- Lead Competition reviews & projects using simple project management frameworks and tools
- Working with the Marketing Manager to ensure competitions are on brand and that the customer journey from competition entry through to post-competition research is easy, seamless and heightens the overall player experience
- Working with the Communications Manager to ensure competition information is disseminated through relevant England Hockey channels
- Establish processes to monitor, evaluate and review the quality of competition delivery and utilise this feedback to improve performance on an ongoing basis.

### Events

- Work with Events team to deliver domestic finals' element of the competitions – including contributing to any tender process, setting schedules, and appointing umpires and officials.
- Support Events team colleagues with wider delivery of major events as required which is likely to be on site at International Events. Including Leading a specific function as required.

### General

- Management and support of relevant colleagues/contractors.
- Work in close collaboration with the Competition Operations Manager.
- Manage relevant competitions budget, set target income and expenditure and ensure that the net surplus is achieved.
- Provide input into the annual England Hockey calendar to give relevant priority for all activity and minimise clashes.
- Ensure the competition regulations are consistently applied and that they meet the requirements of participating clubs and teams
- Sit on relevant competitions committees and provide support to the Areas to ensure effective two-way communication and collaboration

## PERSON SPECIFICATION

We are a values-based organisation with a strong ethos to work with integrity and nurture an environment of inclusion. We are looking for enthusiastic, inspirational, and highly skilled individuals who demonstrate through their behaviour the values of England Hockey:

- Collaborate inclusively
- Care for people and places
- Play with spirit, win with grace
- Resilient in everything we do

### Qualifications and Experience

- Substantial experience of grass roots hockey and the mechanics of running school and club sports competitions



- Understanding of the role of competitions and a player centric approach to competition delivery
- Experience of delivering international events with a good understanding of all relevant protocols
- Experience of managing a budget
- Experience of chairing meetings and leading teams of people
- Understanding of the England Hockey or NGB competitions landscape

#### **Skills and Abilities**

- Strong interpersonal skills and ability to create a rapport with players, officials and volunteers
- Developed project planning and management skills
- Clear and accurate written and spoken communication skills
- Excellent organisation skills with superior attention to detail
- Commercial awareness with ability to identify revenue generating opportunities and ways to enhance spectator experience where relevant
- A team player with the ability to work from own initiative
- Calm and decisive under pressure
- Proficient at MS Office or equivalent packages

This job description is not intended to be regarded as inclusive or exhaustive and will be amended in the light of the changing needs of the organisation. All employees will be expected to support our international events.

<b>To Apply:</b>	Please submit your CV (no more than 2 pages) and a one-page covering letter to the Head of People, by email at <a href="mailto:careers@englandhockey.co.uk">careers@englandhockey.co.uk</a> clearly identifying how your skills and experience are relevant to the requirements outlined in the job description.  <a href="#">We would be pleased if you could also complete the Equality Monitoring Form – please use the following link:</a> <a href="https://www.surveymonkey.co.uk/r/EDIMon">https://www.surveymonkey.co.uk/r/EDIMon</a>
<b>Closing Date:</b>	5.00pm, Monday 6 <sup>th</sup> April 2026
<b>Interview Date:</b>	Wednesday 15 <sup>th</sup> April 2026