

Role Title	Chief Executive Officer
Reports To	Board of Trustees
Location	Sewell Group Craven Park
Date	December 2023

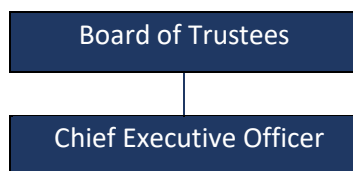
Purpose:

Reporting to the Board of Trustees, the Chief Executive Officer (“CEO”) is responsible for leading and managing the development and strategic direction as agreed with the Board of Trustees and in line with the Foundations objectives.

The CEO will manage and further develop all aspects of the Community Programme and initiatives, ensuring all activities meet project aims and financial objectives fulfilling Hull Kingston Rovers commitment to the community it serves in line with governance guidelines of The Rugby Football League and Super League Europe.

Working with the Board, contributing to the development of the Board’s Strategic Plan, clearly defining the Foundations mission, vision, values, short and long-term goals.

The role fits in the organisation here:



Key Responsibilities

- To prepare a 3-year strategic plan and annual budget for approval by the Board of Trustees and operate within this budget, including regular financial forecasting to the Board of performance against the plan.
- To devise and implement a business plan aligned to the strategic plan, and to regularly review, evaluate and report on progress to the Board of Trustees.
- To ensure the continued financial sustainability of the Foundation, driving profitable growth and making the Foundation a commercial success.
- To use experience and proven achievements in securing new sources of public and/or private sector funding whilst exploring all forms of available grant funding
- To develop and maintain a strong working relationship with Hull Kingston Rovers acting as the charitable arm of the rugby league club.
- Establish a robust governance process to demonstrate the Foundations corporate and financial integrity to stakeholders, governing bodies and funding partners.
- To provide leadership within the Foundation to ensure effective operational support for successful progression.
- To align business success with employee success by introducing, monitoring and evaluating incentive and commission schemes for the Foundation where applicable.

- To identify risks and opportunities and ensure appropriate strategies are in place to address them; bring those which are appropriate to the Board and/or its committees for discussion and resolution and facilitate discussion and deliberation.
- Supply regular reports to the Board of Trustees and attend Trustee Board and sub-committee meetings including monthly management accounts.
- Deliver quality and organisational stability through development and implementation of standards and controls, systems and procedures, and regular evaluation.
- To represent the Foundation in the community and build partnerships with relevant parties and organisations.
- Provide a work environment that recruits, retains and supports quality staff and volunteers and assure processes for selecting, developing, motivating and evaluating staff and volunteers are embedded in the Foundations policies and procedures.
- To create, lead and sustain a professional culture within the Foundation.
- Oversee the continued development of an effective fundraising strategy to maximise income.
- Oversee the continued development of a marketing strategy with support from the marketing team to produce a powerful brand and message.

Core Competencies:

- Strong commercial judgement
- Extensive proven experience in providing strategic direction, leadership and operational line management
- Excellent communicator (written, verbal and listening)
- Effective time management/organisational skills
- Strong work ethic and reliability
- Experience of working with non-executive or charitable boards
- Ability to use own initiative
- Team player
- Strong influencing and coaching skills
- Effective negotiation skills
- Strong emotional intelligence
- Ability to build and maintain trusted and effective relationships
- Adaptability and flexibility with day to day tasks and workloads
- Working to multiple deadlines and under pressure

Personal Qualities

- Enthusiasm, energy and resilience
- Focused
- Personable
- Rational thinker
- Strong commercial and financial acumen
- Trustworthy
- Confident
- Competitive
- Desire to lead, inspire and motivate
- Excellent networking skills

Qualifications

- Degree standard

Experience

- Proven experience as CEO or in other senior leadership positions.
- Strong commercial track record with evidence of developing revenue streams and effectively managing costs.
- Evidence of sourcing and securing new funding opportunities and increasing sales
- Extensive experience in third sector with proven track record of successfully managing partnerships to deliver a diverse range of projects
- Demonstrated ability to collaborate with stakeholders, both internally and externally, to achieve common goals and drive social impact
- Proven track record in designing and implementing comprehensive equality, diversity, and inclusion initiative with a range of projects

Vision

Empowering Communities Through Sport: Building a Stronger Future Together

Values

- Educate
- Enjoyment
- Respect
- Inclusivity

This Job Description has been agreed by:
On behalf of Hull KR Foundation:

Name

Signature

Date

By role holder:

Name

Signature

Date

You may be expected to conduct yourself in other ways and undertake different duties which are reasonable in the opinion of the Foundation. Your job profile is not limited and may be reasonably modified as necessary to meet the needs of the organisation.