



DEVELOPMENT DIRECTOR

CANDIDATE PACK

WE ARE GB JUDO.

The British Judo Association (BJA) is the National Governing Body for the Olympic and Paralympic sport of judo in Great Britain.

The Association represents Great Britain internationally and is a member of The International Judo Federation, The European Judo Union, The Judo Confederation of the European Union, The British Olympic Association, The British Paralympic Association, Sport and Recreation Alliance, Commonwealth Judo Association, and the Commonwealth Games Federation.

Originally formed in 1948, we receive funding from UK Sport to support our World Class Performance and Talent programmes, and Sport England to fund the development of judo across Great Britain.

We are recognised by UK Sport, Sport England, Sport Wales, Sport Northern Ireland, SportsScotland, the British Olympic Association and the Sport and Recreation Alliance.

We are a membership organisation and have expanded our network of clubs, qualified coaches and individual members throughout Britain providing access to the sport in England, Northern Ireland, Scotland and Wales.

580
CLUBS

38,822
MEMBERS





WELCOME

Thank you for your interest in this exciting opportunity to become Development Director at British Judo.

We are looking for an experienced, capable and engaging leader to join our sport, who will play a prominent role in continuing to develop our sport at the highest level.



JOB VACANCY: DEVELOPMENT DIRECTOR

Department:
Development

Salary:
Grade 5: £61,000 - £75,000 + Car Allowance

Reports To:
Chief Executive Officer

Direct Reports:
Club Support Officers,
Coaching & DBS Officer

Location:
Office-based with the potential of remote working

Key Relationships:
Performance Director
Finance & Operations Director
Head of Technical Development
Head of Marketing, Digital & Communications

PURPOSE OF THE ROLE:

Reporting directly to the CEO and sitting on the Senior Leadership Team, the Development Director will lead the Association's development strategy, supporting clubs, coaches, volunteers, Home Nations regional areas, and partners to grow participation and retain members throughout the judo journey.

You will work closely with funding partners, stakeholders, and internal departments to ensure the organisation delivers against its strategic objectives while continuing to strengthen the visibility and impact of judo nationwide.



KEY AREAS:

The role will oversee key areas including:

- Club and membership growth
- Recruitment and retention programmes
- Regional development and Area support
- Equality, Diversity & Inclusion initiatives
- Talent pathway coordination
- Strategic partnerships and funding relationships
- Development staff leadership and operational delivery

KEY RESPONSIBILITIES:

1. External Function

- Provide vision and lead sport-wide planning exercises and secure high level input from all stakeholders
- Work closely with funding partners and other stakeholders to ensure we are meeting all agreed objectives fully
- Working closely with communications and marketing, ensure the Association is marketed and promoted externally to its maximum potential
- To lead the Recruitment and Retention Programme with the Areas and Clubs
- To lead and manage the Areas supporting the Area Chairs with the coordinated implementation of development for growth and retention through the Partnership Agreements.
- Manage the work and delivery of the Club Development Officers with England Areas ensuring growth and retention
- Establish and support campaigns local/regional/national to support the clubs in growth and retention
- Look to establish a fair and equitable support/development programme for private operator judo clubs.

2. Internal Function

- Member of the Senior Leadership Team
- Provide strategic and operational leadership throughout the Association
- Oversee the implementation of the current Strategic Plan relevant to Development
- Provide appropriate strategic and operational support to the Performance Team
- Together with the Performance department, oversee the Talent Pathway in England to ensure that strong pathways from club to performance.
- Ensure the appropriate insight and data research is available for staff to make informed decisions
- Continuously strive to improve the efficiency and productivity of other areas of the Association to ensure they are all supporting membership and stakeholders
- Ensure coordination of programmes and thinking across the whole Association
- Support the well-being and culture of the organisation



SKILLS AND COMPETENCIES

Leadership and Mentorship

- Proven ability to lead and inspire teams across the Association.
- Strong mentoring skills with the ability to develop, support, and challenge staff to achieve their potential.

Relationship Building

- Exceptional interpersonal skills, with the ability to foster collaboration, trust, and respect within the team and with stakeholders.
- Proven track record of building and maintaining strong external relationships with governing bodies, funding partners, and clubs.

Strategic Thinking and Decision Making

- Excellent strategic planning skills, with the ability to set clear goals, priorities, and deliverables.
- Strong analytical skills, using data and insights to inform decisions and drive improvements.

Stakeholder Expertise

- In-depth understanding of funding streams from across Great Britain
- Experience in designing and delivering programmes that achieve national success.

VALUES AND BEHAVIOURS

Demonstrates Core Values:

- Models British Judo's values of respect, modesty, friendship, courage, courtesy, honour, honesty, and self-control in all interactions.

Promotes Inclusion:

- Fosters an inclusive environment where diversity is valued, and all team members are empowered to contribute.

Drives Collaboration:

- Encourages open communication, shared learning, and teamwork across the coaching and support teams.

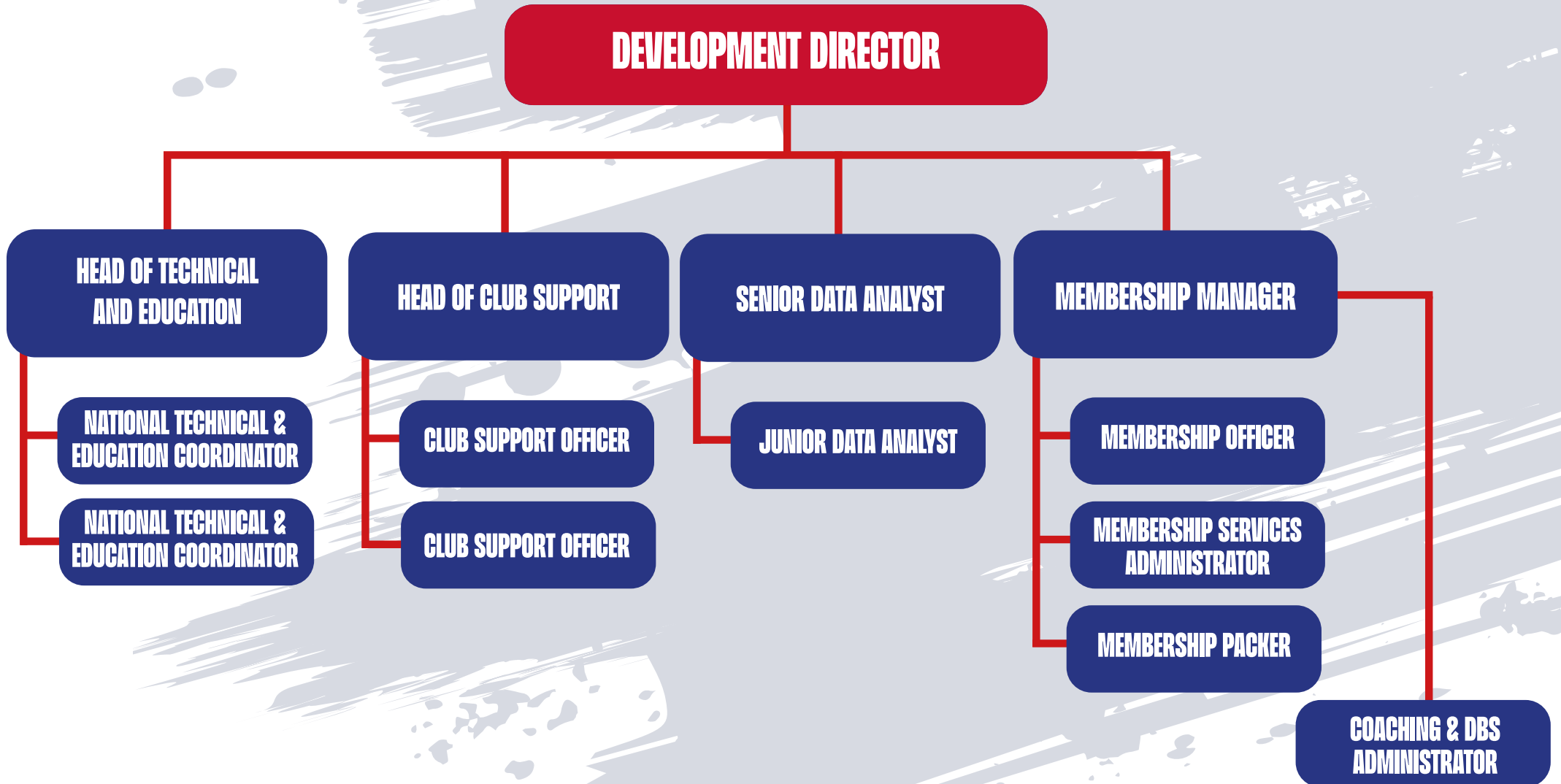
Accountable Leadership:

- Takes ownership of decisions, actions, and outcomes while holding others accountable to the highest standards.



TEAM COMPOSITION

The Development Director is directly responsible for managing the following key roles within the Association:





ACCOUNTABILITY FRAMEWORK

As part of this role, the Development Director will be required to agree on specific duties related to:

- **Relationship Building:** Regular feedback sessions with staff to ensure collaborative engagement and alignment.
- **Mentorship:** Monthly check-ins with staff to review progress, challenges, and professional development goals.
- **Performance Reviews:** Quarterly performance reviews for staff, with clear targets and action plans.
- **Stakeholder Reporting:** Biannual updates to Sport England and other key partners on progress against milestones and performance goals.

SKILLS AND EXPERIENCE

ESSENTIAL:

- Significant senior leadership and management experience
- Strong strategic planning and operational delivery skills
- Excellent stakeholder management and communication abilities
- Experience leading teams and motivating staff and volunteers
- Ability to manage multiple priorities and deliver to deadlines
- Strong presentation and influencing skills
- Commitment to equality, diversity, and inclusion
- Full UK driving licence

DESIRABLE:

- Experience within sport or membership organisations
- Understanding of club development and participation growth
- Experience working with funding agencies or voluntary boards
- Knowledge of organisational development or change management
- Fundraising or commercial partnership experience



HOW TO APPLY

Please submit a CV along with a brief covering letter stating your interest in the role, how you believe you match the criteria outlined in the candidate pack and why British Judo is of interest to you.

Please email: hr@britishjudo.org.uk

The closing date for applications is
Friday 17th July 2026.

First Round Interviews will take place on week commencing 3rd August with a Final Interview and Assessment Day taking place on a date to be confirmed.

If you would like an informal discussion about the role, please contact Andrew Scoular - Chief Executive - andrew.scoular@britishjudo.org.uk

British Judo is committed to fostering a diverse and inclusive workforce. We actively encourage applications from candidates of all backgrounds, particularly those from underrepresented groups, including women, ethnic minorities, individuals with disabilities, and LGBTQ+ candidates.

We believe that diversity of experience and perspective strengthens our organisation and enhances our ability to serve our community. British Judo is committed to Sport England and UK Sport requirements for all NGBs to have a Diversity Inclusion Action Plan (DIAP). British Judo is proud of the DIAP and would encourage all candidates to take an opportunity to read this [HERE](#).

We are also open to considering applications from individuals who possess strong transferable skills or can demonstrate an aptitude for the role, coupled with a genuine appetite to embark on a learning journey with us. If this sounds like you, and you believe you meet some of the requirements but are eager to develop further and are ready to put in the effort to achieve the rest, we want to hear from you. Get in touch and tell us why you are a great fit for British Judo.

If you require any reasonable adjustments during the application process or wish to discuss any particular needs, please do not hesitate to contact us. We are committed to creating a supportive and accessible environment for all applicants.

