

level=



# Recruitment Pack

CEO

**A vibrant, healthy and prosperous Yorkshire through everyone moving more**



Yorkshire Sport Foundation | Nepshaw Lane South | Morley | Leeds | LS27 7JQ  
Yorkshire Sport Foundation | registered as a company limited by guarantee in England and Wales: 7633990  
Registered charity in England and Wales: 1143654





We know moving more, being active or taking part in sport can help people to improve their lives. ”

Dear candidate,

We are clear in our ambition for it to be easy and enjoyable for everyone in Yorkshire to be active. We know moving more, being active or taking part in sport can help people to improve their lives. Many people already benefit from being active but too many people also face challenges to build activity into their day to day lives.

Being active needs to be woven into the thinking, planning and delivery of many people in a huge range of organisations who help shape our lives on a daily basis.

We believe physical activity and sport has a big role to play in improving the physical and mental health of the region, supporting the economy, connecting communities and rebuilding a stronger society for all.

Across two combined authorities, nine districts and thousands of diverse communities, South Yorkshire and West Yorkshire is large. It is a mix of urban and rural locations, and dense in population, with over 3.7 million residents.

We share a rich cultural mix with a range of different ethnic groups and unique and distinct communities with diverse and strong heritages and identities.

Our people and places matter to us - because we are passionate about Yorkshire and because we know that where we live influences how we live.

**Thank you for showing an interest in this role.**

**Brendan Fatchett**  
Chair of Trustees

# About us

Yorkshire Sport Foundation is a high-performing **Active Partnership** and a National Lottery funded charity, supporting organisations across the nine districts of South Yorkshire and West Yorkshire. We want to make activity part of everyone's life.

We believe in the power of activity to change people's lives. Our vision is to create a vibrant, healthy and prosperous Yorkshire through sport and physical activity, supporting the work of local, regional and national organisations.

A quarter of us are inactive - as a charity we work closely with partners to help individuals and communities build healthy habits for life.

**Our role** is to connect, influence and provide support for sport and physical activity, increasing and improving the many ways people can take part and get active.

## **Connect:**

We bring together hundreds of organisations and thousands of people who can make a difference in people's lives through movement, physical activity and sport.

## **Influence:**

We know we need to influence the many to realise our vision - and this means building trusting relationships, a common purpose and shared values.

## **Support:**

Our charitable status, **Sport England** Lottery funding and membership of the Active Partnership network enables us to invest through our partners and local communities as and where needed.



Find out more at [www.yorkshiresport.org/about](http://www.yorkshiresport.org/about)



# Our YSF values

The team is driven by our values which means that we behave and make decisions based on these shared values which hold true for us all.

They act as the 'golden thread' of our culture and are important to us as individuals, as a collective and they contribute to the ambitions we share.

Values are at the heart of how we connect, influence, and support; how we interact with each other, and how we work and make decisions together to achieve results.

They are the lifeblood of the company. Combined with our collective skills, experiences, objectives and strategy; they make us the successful group of people we are.



## Passion

Being enthusiastic and believing in what we are doing.



## Fairness

Being fair and caring in our interactions with a focus on tackling inequalities.



## Integrity

Being honest, dependable and doing what we've said we'll do.



## Trust

We will be trustworthy and trust each other.



## Learning

Being open to learning about ourselves and others and what we need to do to excel.



## Teamwork

Together we will achieve.

# Employee benefits

We offer:



## 27 days holiday

Rising to 30 days after three years (FTE) and 32 after five years. Opportunity to buy additional holiday.



## Company sick pay

Full pay for varying periods of time, dependent upon length of service.



## Commitment to diversity and inclusion

We have completed the Disability Confident self-assessment and are taking all the core actions to be a Disability Confident employer.



## Group Personal Pension

Employer contribution of 6%



## Internal and external learning and development opportunities

Plus regular reviews to support you.



## Group Life Assurance

Four-times salary (subject to Insurance underwriting terms).



## Flexible working

Including working from home.



## Company maternity and paternity pay

Plus:



## Cycle scheme

Savings on purchases of bikes, with payments to be made monthly through salary sacrifice



## Paid time off for volunteering



## Free eye tests



## 24/7 access to an Employee Assistance and GP Helpline for you and your family

# What's it like to work here?



## What our team say



of the team strongly agree / agree that they would recommend us as an employer to family and friends.



of the team strongly agree / agree that they enjoy the work they do.



of the team strongly agree / agree that people in the company support each other.

“

There is a genuine sense of team, not just in professional conversations but also personal ones. There is care and interest between all staff. ”

“

Great team, fun people, willing to question and do things differently. Overall a fantastic place to work. ”



# Our statement on diversity and inclusion

**We include everyone, as we believe sport and physical activity is for everyone.**

We are building a culture where difference is valued because we believe diversity drives empathy, a sense of belonging and innovation. We still have work to do, and we know a diverse team has a positive impact on everything we do, helping us better serve our communities and partners.

We are passionate about reducing inequalities in our communities and providing everyone with the opportunity to move more, be physically active or take part in sport.

Each of us contributes to this mission - we all have a role to play:

For some of us, it means finding the courage to stand up and speak out.

For others, it means listening with patience and empathy, ensuring everyone feels heard and valued.

For all of us, it means asking questions, challenging unfairness and appreciating one another's contributions to helping the people of South Yorkshire and West Yorkshire lead healthy, active lives.



# Our statement on climate change and sustainability

We recognise that climate change and people's health and wellbeing are closely connected; research shows us that global changes in our environment can have a substantial impact on people's ability to lead healthy active daily lives - with the most vulnerable in our communities particularly being most adversely affected.

In our role at Yorkshire Sport Foundation, we aim to promote and develop movement, physical activity and sport through our work with partners, in ways that support the wider sustainability agenda.

We know, for example, encouraging people to walk and cycle rather than use motorised transport, to eat healthier using locally produced foodstuffs and to use our open, green spaces are clear examples of ways we can support which will bring both health benefits and reduce climate impact.

We have a way to go in further understanding and defining our role, ambitions and actions regarding climate change yet firmly commit today to these two principles in all our work:

- To manage our organisational activities in an environmentally sustainable way.
- To advocate with partners the value of movement, physical activity and sport in creating a more sustainable world.







# Chief Executive Officer

**c£95,000 pa | plus travel expenses, pension contribution and benefits**

**Location: Morley, Leeds. Flexible and agile working across South Yorkshire & West Yorkshire**

Yorkshire Sport Foundation is looking for a values-driven leader to help create a vibrant, healthy and prosperous Yorkshire through sport and physical activity supporting the work of local, regional and national organisations.

This is your chance to step into a mission-led CEO role at the heart of sport, health and community landscape in our area. As we move into a new strategic phase, we're looking for someone who can connect people, influence systems, and build on strong foundations to lead us through exciting times ahead.

You don't need a background in sport, but you must be passionate about tackling inequality and creating opportunities through movement and community partnerships.

## You'll bring:

- Strategic leadership and people-first values
- Political and policy awareness
- Partnership-building experience across sectors
- A commitment to equity, inclusion, and collaboration
- Strong communication and the ability to inspire trust

You'll lead an experienced team, shape our next funding bid, and work with local and national partners to embed sport and physical activity into health, education, and place-based strategies.

You'll also be supported by a dedicated Board and trusted as a visible, empowering presence within our organisation.

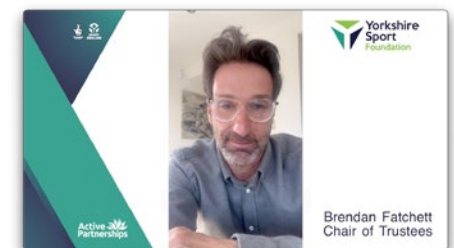
## Location and flexibility

This role is hybrid. While our office is in Morley, we're more interested in presence than postcode. Regular in-person engagement across South and West Yorkshire will be essential.

## Message from our Chair about the role

You don't need to meet every requirement to apply. If this role excites you and you think you could make a difference, we want to hear from you.

Watch this video to find out more about the role.



## JOB DESCRIPTION

|                             |  |
|-----------------------------|--|
| <b>Post Titles:</b>         | Chief Executive Officer  |
| <b>Reports to:</b>          | Chair of the Board   |
| <b>Team size:</b>           | Currently 38 employees. Direct line management of Directors and some members of Business Support Team            |
| <b>Location:</b>            | Based in our office in Morley Leeds. The day-to-day location will be dictated by the work that needs to be done. |
| <b>Contract:</b>            | Permanent  |
| <b>Salary and benefits:</b> | c£95,000 pa plus excellent benefits  |

---

### About Yorkshire Sport Foundation

Yorkshire Sport Foundation is a National Lottery funded charity working across the nine districts of South Yorkshire and West Yorkshire, and part of a network of England-wide Active Partnerships.

Our vision is a vibrant, healthy and prosperous Yorkshire where everyone can move more.

We believe in the power of movement, physical activity and sport to change people's lives, bring us together and tackle inequalities. We want as many people as possible to enjoy all the benefits being active can bring. As a charity we work closely with partners to help individuals and communities tackle inequalities, overcome barriers and build healthy habits for life.

### Why this role matters

This is a pivotal leadership role at a time of transition. Our next CEO will build on the strong foundations laid by our outgoing leader and guide us through the development of our next strategy.

You'll influence at the highest levels - locally and nationally - while staying grounded in our purpose: tackling inequality through movement, sport, and community connection. We are looking for someone who leads with humility, integrity, and a deep-rooted belief in people and place.

### What you will be doing

- Setting and leading our organisational strategy in partnership with the Board, staff, and stakeholders
- Building strong, trusted relationships across health, education, community, local government, and national sport and activity bodies
- Championing inclusion and equality, making sure they stay at the heart of all we do
- Being a visible, accessible leader who inspires our team and role-models our values
- Working collaboratively with our Board to ensure effective governance, financial oversight, and long-term sustainability
- Representing YSF externally and telling the story of our collective impact - humbly but clearly
- Supporting local partners and communities to connect, lead, and make change
- Keeping us agile and adaptive, responding to emerging policies, funding opportunities, and community priorities

## JOB DESCRIPTION (continued)

### We're looking for someone who has, or is:

- A good knowledge of governance and financial processes in relation to the running of a charitable company
- A strategic leader who can build vision and lead people through complexity and change
- Able to form trusted, high-level relationships across sectors (e.g. health, government, community, education)
- A thoughtful communicator - skilled in influencing, listening, and telling compelling stories of impact
- A strong people manager, committed to team wellbeing, autonomy, and growth
- Driven by equity and social purpose - with experience tackling inequality through systems or partnerships
- Comfortable operating in political environments, ideally with experience across public or voluntary sectors
- Adaptable and calm under pressure, able to make sound decisions with limited information
- Passionate about learning, values-led leadership, and amplifying the work of others

### In your first 6-12 months, you'll:

- Build strong internal relationships and establish trust across our team and Board
- Lead the development of our new strategy in collaboration with key partners

- Strengthen relationships with local mayoral combined authorities and Integrated Care Boards
- Position YSF to successfully bid for future funding
- Help us tell clear, more powerful stories about our impact - especially around tackling inequalities

### What we offer

- Flexibility - we offer agile working focusing on performance driven outcomes rather than rigid schedules
- 27 days holiday - rising to 30 after three years and 32 after five years
- Group Personal Pension Scheme employer contribution of 6%
- Group Life Assurance scheme of x4 salary
- Friendly, passionate supportive team
- Extensive Employee Assistance programme to support health and wellbeing
- Maternity, paternity, adoption and dependents leave
- Paid time off for volunteering
- Commitment to diversity and inclusion



## Application process

We are partnering with **level=** for the hiring process as it is robust, researched and reliable, meaning your job search will be supported in an inclusive and fair way. This uses a different approach than the traditional application methods – this is because traditional processes (like standard CV screening) can lead to biased decisions. The level= process helps to eliminate bias from the application process.

### How to apply

#### Getting started

When you apply, you'll be asked to upload your CV. This is for information purposes only and will not be a determining factor in the shortlisting process. After submitting your application, you'll receive a link by email to access and complete the work sample questions.

#### Tell us about yourself

You'll begin the application by giving us some information about yourself including your name, contact number and any other information that may be part of the criteria for the role.

You'll also be asked to complete an anonymous Equal Opportunities questionnaire, including gender identity, age, ethnicity, disability status and socioeconomic status.

This helps to assist organisations in learning how to attract and hire the best and most diverse candidates. It also helps to ensure hiring is as fair as possible.

These questions are asked upfront so that organisations can analyse whether there are stages in the application process where candidates of particular groups are likely to drop out, and

therefore assist in improving the process for all.

These questions are designed to help organisations learn about multiple dimensions of diversity on an aggregated and anonymised basis, (so the data isn't identifiable to you as a candidate), but you do have the option to skip these questions if you'd prefer.

#### Work sample tasks

You will then be asked to complete work sample questions, instead of subjecting your CV to screening.

Evidence shows that CVs are a poor indicator of performance and allow bias to affect choices when it comes to reviewing applications.

These questions ensure that your application isn't subject to bias in the review process, and looks to assess whether you'd be a good fit at the organisation to which you are applying.

Your answers are reviewed and assessed by a diverse panel using a defined review guide focusing on skills that are important to the job.

Work samples are job-specific questions that test candidates on the skills needed to succeed in the role and are reflective of what the job actually entails.



## Application process (continued)

### Four methods are used to systematically remove bias from reviewing process:

1. **Anonymisation** - removing all personally identifiable information from an application.
2. **Chunking** - cutting each application into chunks and then comparing them across candidates, rather than reviewing an entire application in one go.
3. **Randomisation** - jumbling up the order in which chunks are evaluated so that order effects are averaged out.
4. **Wisdom of the crowd** - getting more than one person to review each chunk helps to average out subjectivity for a more accurate assessment of merit.

### Interview process

Once your application is submitted, the hiring team will review it and notify you by email regarding your progression to the next stage.

If successful, you'll participate in a carousel-style interview, where you'll meet with multiple interviewers in a structured series of short sessions.

Each session will focus on a specific aspect of the role, including workplace scenarios and forward-looking questions designed to assess your potential.

Since all candidates go through the same structured process -

answering identical questions in the same sequence - it ensures a fair, consistent evaluation.

This format allows different interviewers to assess various skills, providing a well-rounded view of your suitability for the role.

Following the carousel stage, successful candidates will be invited to a second-stage interview, where they will have the opportunity to further demonstrate their experience, skills, and alignment with the role.

### Candidate feedback

Throughout the process, you'll be provided with automated, personal feedback, which shows how you performed on each of the skills you were tested on.

Even if you don't get the job, it helps to highlight skills that you may need to develop, and can help you to determine the type(s) of roles that might not be the right fit for you.

If you are successful in securing the role, level= will be in touch with a formal offer, and to answer any questions you may have.

Whether you are successful or not, you will have the opportunity to provide feedback on your experience, so that we can assist with any further questions you may have, and help level= improve their service.



## Application process (continued)

### What happens next?

If you would like to apply for the role, please follow the link, or visit [levelequals.com](https://levelequals.com).

If you have any questions, please feel free to contact level= using the details below.

If you require any accommodations for the interview process that you would like us to be aware of, please also let us know.

For an informal discussion about this post, please contact:

[hello@levelequals.com](mailto:hello@levelequals.com)

020 8159 8656

### Get started



**Closing date for applications:** 13 May 2025 at 5pm

**Closing date for work sample submission:** 15 May 2025 at noon

Longlisted candidates will receive a verification call by level=

**First Stage in-person carousel interview:** 10 June 2025

**Second Stage interview:** 16 June 2025



Follow us on LinkedIn  
[YorkshireSport](#)

YSF CEO (2025) V3.0

---

Yorkshire Sport Foundation, Nepshaw Lane South, Morley, Leeds, LS27 7JQ

[www.yorkshiresport.org](http://www.yorkshiresport.org)

Registered charity in England and Wales: 1143654

