



Recruitment Pack

Director for West Yorkshire

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





“

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

Dear candidate.

Thank you so much for your interest in joining us. At Yorkshire Sport Foundation, we're united by a clear and heartfelt ambition: to make it easy and enjoyable for everyone in Yorkshire to be active. We know that moving more, being active and taking part in sport can transform lives.

While many people already experience those benefits, too many still face barriers building activity into their everyday routines. That's why we believe being active should be woven into the thinking, planning and delivery of the many organisations and people who shape our lives each day.

Yorkshire is a region rich in culture, home to a wonderful mix of people and full of vibrant communities with diverse identities and strong heritage.

Our people and our places matter deeply to us, not only because we're passionate about Yorkshire, but because we understand that where we live influences how we live.

Across two city regions, nine districts and thousands of unique communities, South and West Yorkshire make up a large, diverse

and dynamic area of more than 3.7 million residents. We believe physical activity and sport have a powerful role in improving health and wellbeing, supporting the economy, strengthening communities and contributing to a fairer, more connected society for all.

I'm incredibly proud of the brilliant culture we've built here at YSF. One grounded in care, collaboration, ambition and a genuine commitment to our mission. If you share our values and feel inspired by the change we're working towards, I'm truly excited to hear from you.

Thank you again for considering this role.

Carl Hawkes
CEO

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



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



This organisation is run on strong values and principles.



I am proud to work for this organisation.



This organisation is keen to help people from disadvantaged backgrounds.



“

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.

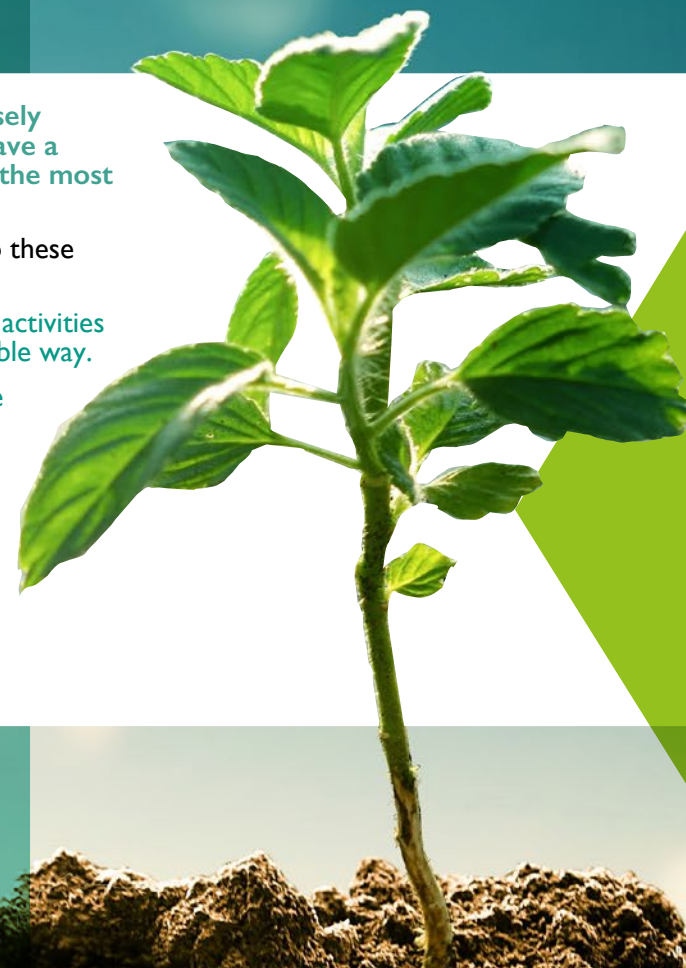
In our role at Yorkshire Sport Foundation, we aim to promote and develop movement, physical activity and sport through our work with partners, in ways that support the wider sustainability agenda.

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.



Director for West Yorkshire

£54,351 - £61,884 | plus travel expenses, pension contribution and benefits

We have an exciting opportunity for a leader to join our Senior Management Team. You will help shape the direction and operation of the organisation, and support an extensive network of partners to make it easier and more enjoyable for everyone to be active and play sport in Yorkshire

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.

We have a strong reputation and an unrelenting focus on addressing inequalities, in both being active and in wider social outcomes. We have a huge amount to do, as far too many of our people face challenges and barriers.

Our **Director for West Yorkshire** works across the county and will lead a team that works with the five district leadership groups.

These 'place partnerships' each have strategic plans to increase activity levels in their area. They work with economic and health structures across West Yorkshire to ensure physical activity and sport is fully playing its part.

We are looking for someone with excellent leadership skills, the ability to influence people, build trusted relationships across sectors and be able to promote collaboration at all levels. This will take empathy, confidence, the ability to try a range of approaches, and a willingness to learn and inspire others.

Directors need to be as comfortable and adept at working in the background as they are leading from the front. The posts won't suit everyone; for those they do, they offer an exciting challenge.

We strive to be a good place to work, with a commitment from our Board to be so. We are thrilled to be listed as "World Class" in the 2025 'Best Companies to Work For' rankings, however we still identify and make improvements where we can.

If you have the passion to support people, have a flexible approach to leadership and relish a challenge, we'd love to hear from you.

For an informal discussion about this post, please contact jobs@yorkshiresport.org. To apply please look at the recruitment pack and fill in the application form demonstrating how you meet the criteria detailed in the job description.



Applications close
**Monday 1
December at 9am**

 **Apply online at
yorkshiresport.org/jobs**

Job Description

Post Titles:	Director for West Yorkshire
Location:	YSF Head Office in Morley
Responsible for:	A team of managers and officers, the numbers of which will vary from time to time
Reports to:	Chief Executive Officer
Ways of working :	The post is within the Senior Management Team of the organisation. Whilst the post holder will be managed by the CEO it is expected that the post holder will be responsible for their own workload and will be expected to set their own work patterns. Regular briefings and meetings will take place with the CEO.

Why this role matters

We're passionate about making it easier and more enjoyable for everyone in West Yorkshire to be active. To do that, we need to tackle the inequalities that hold far too many people back. We also know the best ideas often start in our communities and we want to help them thrive, not get lost in systems or strategies that don't always work on the ground.

Sport and physical activity can spark real change in health, wellbeing, local pride and our economy. Our role is to make sure it plays its full part across West Yorkshire's diverse people and places.

Each of our districts has its own strengths, priorities and ways of working. As a Director, you'll lead our work across West Yorkshire helping to build strong relationships, champion collaboration and support a culture where communities, partners and local leaders can make a real difference.

Sometimes you'll lead from the front, other times you'll quietly support from behind the scenes. Either way, this role is about shining a light on others, listening well and offering thoughtful

guidance. You'll help shape our strategic direction as part of the Senior Management Team and support people across the organisation.

Our strategy brings together everything that helps people be active; from health and education, to design, green and blue spaces, skills, facilities and community organisations - while strengthening collaborative leadership across our districts and sub-regions. We work through three main teams: West Yorkshire, South Yorkshire and Development, each led by a Director.

What matters most in this role is your commitment to helping West Yorkshire move more, feel better and thrive.

YSF culture and your part in it

We're incredibly proud of the culture we've built at YSF, one that celebrates diversity, inclusion, learning and wellbeing. It's taken time, intention and teamwork and it's wonderful to see the positive impact reflected back to us. That progress means a great deal.

Our values of passion, integrity, learning, fairness, trust and

Job Description

teamwork are at the heart of everything we do. They shape how we show up for each other and for our communities, and they encourage us to keep growing together.

As a Director, you'll not only embody these values personally and professionally, but you'll also play a key role in nurturing and championing the culture we're all so proud of. Here, leadership isn't just about direction it's about contributing to an environment where people feel supported, inspired and able to thrive.

What you will be doing

As a senior leader with us, you'll help shape our work, our culture and our impact across West Yorkshire. While no list can capture everything the role involves, here are the key responsibilities you'll take forward.

Vision & Leadership

- Champion physical activity and sport across districts/themes, while leading and developing a high-performing team.
- Support strong governance, including reporting to the Board, and contribute to collaborative leadership across our network.

Strategy & Planning

- Ensure local and regional strategies support our focus communities and help shape YSF's future direction.
- Secure funding and resources to grow and strengthen our work.

Team Working

- Foster a collaborative, values-led, learning culture built on trust.

- Model behaviours that reflect our values and support continuous improvement.

Stakeholder Engagement

- Build strong relationships with partners regionally and nationally, bringing people together for shared action and learning.
- Identify barriers to activity and influence change to reduce inequalities.

Project & Resource Management

- Manage budgets, resources and projects effectively, ensuring clear planning, prioritisation and reporting.

Additional Responsibilities

- Contribute to organisation-wide leadership, including governance, financial oversight and risk management.
- Work flexibly as needs evolve and follow all key policies (H&S, Safeguarding, GDPR, financial procedures).

The skills and abilities you will need

We know no one ticks every box, and that's okay – many of these skills and abilities can be developed as part of your journey with us.

Leadership Skills & Abilities

- Inspire and engage people inside and outside the organisation, using strong leadership and management skills grounded in real experience.
- Build trusted relationships with senior decision-makers, offering

Job description (continued)

confident challenge when needed.

- Adapt your leadership style to the moment - knowing when to lead from the front and when to empower others.
- Lead and support a team of managers in a way that brings out their best.
- Show empathy, listening deeply to understand the realities facing people, partners and communities.

Other Skills & Abilities

- Bring creativity and innovation, take reasonable risks and learn from experience.
- Balance strategic thinking with practical delivery - shaping plans and seeing them through.
- Communicate and present clearly, confidently and with purpose.
- Use data, insight and evidence thoughtfully, always asking the right questions.
- Manage projects effectively when required.

Knowledge (which can be developed in role)

- Understanding of what influences people's ability to be active and play sport.
- Awareness of the wider strategies, political landscape and systems that shape our work.
- Understanding of inequalities and how they impact communities.

What else

This role is varied, and there will be times when you'll need to step into work beyond the core responsibilities, flexibility is key. While the post is full-time (37 hours), we focus on outcomes, not clock-watching and we're open to flexible working patterns that still meet the needs of the role. Occasional evening or weekend work may be required.

Because our work spans West Yorkshire and South Yorkshire, and often connects nationally, you'll need to be comfortable travelling and there is the very occasional stay overnight.

You'll communicate confidently in person and online, work within our social media guidelines and use a range of digital tools effectively. As with all roles at YSF, you'll follow our key policies, including those on Diversity & Inclusion, Health & Safety, Safeguarding, GDPR and Finance.



Follow us on LinkedIn 
Yorkshire Sport Foundation

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www.yorkshiresport.org

Registered charity in England and Wales: 1143654

