

Sport Development Manager

Job Description

The Role

Job title:	Sports Development Manager
Department:	Transformation
Responsible to:	Head of RAU Sport
Location:	Cirencester Campus
Salary:	Grade 5 £26,707 - £31,236 per annum
Term:	Fulltime, 35 hours per week.
Relationships with:	Students; staff; Students Union; external Sports Organisations.

Purpose

This exciting role was created to improve the student experience through sport and well-being at the RAU. As a cultural ambassador for Sport, embodying the values and committing to creating a positive sporting environment, the Sport Development Manager will be engaged with a range of sporting activities and events that take place at the RAU, including student sports. They will work with university leaders and staff, the Student Union, students, regulatory bodies and other partners to define and develop a rolling schedule of activity and seek to increase student participation by delivering an inclusive and engaging programme.

Working with the Head of RAU Sport, the post holder will lead, organise and co-ordinate all aspects of sport at the RAU and seek to raise the profile, range and quality of activities. They will also explore and facilitate the development of commercial sporting activities at the RAU to drive revenue, working locally, nationally and internationally with professional sporting bodies, grassroots clubs, schools, other services.

We have several different ways to work flexibly, so at your interview feel free to talk about what flexibility means to you. There are no guarantees, however, examples of how our employees already work flexibly include part-time, job share, hybrid-working and compressed

Key Responsibilities

- Act as a cultural ambassador for the university and RAU Sport, displaying our core values in all interactions
- Lead the strategic planning and delivery of student sport, wellbeing, and physical activity programmes to enhance participation and satisfaction across the University community.
- Manage the organisation of RAU's Sport Teams through communication, training, management of the RAU coaching team.
- Manage operations of all student sport events/competitions, including venue hire, transport hire and management of support staff, coaches, and student leaders to foster a positive and high-performing sport culture.
- Manage external commercial operations, including facility hire, events, and partnerships, to maximise income generation and community engagement.
- Oversee the day-to-day operation of sports facilities, ensuring high standards of safety, customer service, and operational efficiency.
- Develop and implement projects aimed at increasing revenue, participation, and student satisfaction.
- Collaborate with internal departments, student representatives, and external organisations to deliver inclusive, high-quality sporting opportunities.
- Monitor and report on key performance indicators, budgets, and participation data to inform strategic decisions.
- Manage the RAU Gym's promotion & membership growth.
- Oversee the administration of RAU's BUCS Teams, ensuring all teams and players are registered on BUCS Play and are briefed on their roles & responsibilities.

General responsibilities:

- The University is committed to equality of opportunity. All staff are required to comply with current legislation, University policies and good practice guidance.
- All staff are required to act in a way that safeguards the health and wellbeing of children and vulnerable adults at all times. The post holder must be familiar with and adhere to appropriate safeguarding policies and guidance and participate in related mandatory/statutory training. Managers have a responsibility to ensure their team members understand their individual responsibilities with regard to safeguarding children and vulnerable adults.
- All staff are required to participate in the University appraisal process and should ensure they are familiar with the process and plan time to prepare for their appraisal. Following the appraisal, staff are expected to undertake in any necessary learning and development and work towards the objectives that have been set.
- The University expects staff to attend any training designated as mandatory and to undertake learning and development activities to support their role. Managers must facilitate learning and development within their teams.
- It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure

that the confidentiality of personal data remains secure and that restricted information or highly restricted information to which they have access remains confidential during and after their employment at Royal Agricultural University. All staff must undergo appropriate data protection training as required.

- All absence from work must be reported in accordance with the University's absence procedures and recorded on iTrent.
- The University acknowledges its responsibility to provide a safe, smoke free environment, to its employees, service users and visitors. It is the policy of the University not to allow smoking on University premises other than in specifically designated areas.

University Values

As a University we have chosen five values to underpin our learning community. These are the values which we will all work by and for which we want the RAU to be known. We are:

- Collaborative - we believe in the power of working together. We are stronger as a community of practice - inspiring each other, identifying shared goals, and providing reciprocal support leads to greater success.
- Open-Minded - we are receptive to new ideas and we value the diversity of experiences and skills. We are committed to listening to everyone across the RAU community.
- Resourceful - we adopt creative approaches to achieve our goals while setting higher standards, promoting professionalism and sustainability.
- Responsible - individually and collectively we take accountability for our actions working with integrity to achieve the highest ethical standards.
- Inclusive - we acknowledge the fundamental value and dignity of all individuals and are committed to maintaining an environment that seeks to eliminate all forms of discrimination and respects diverse traditions, heritages, and experiences.

Person Specification

Requirements The post holder must be able to demonstrate:	Essential or Desirable	Measured By A) Application Form B) Interview C) Presentation
Qualifications:		
Educated to degree level or equivalent experience	E	A
Knowledge and understanding of the HE sector	D	A, B
Qualifications in sporting-related disciplines	D	A, B
Knowledge of student BUCS systems and regulations	D	A, B
Knowledge, Experience and Skills:		
Demonstrable experience of providing support to students and young adults	E	A, B
Experience of sports coaching	D	A, B

Requirements The post holder must be able to demonstrate:	Essential or Desirable	Measured By A) Application Form B) Interview C) Presentation
Experience of planning and delivering projects	D	A, B
Commitment to drive commercial activity including new business	E	A, B
Excellent interpersonal, negotiation and communication skills with a professional approach	E	A, B
A collaborative approach, strong networking skills and proven ability to develop productive relationships and partnerships with a diverse range of stakeholders	E	A, B
Excellent IT and administrative skills, with high levels of accuracy and ability to write reports	E	A, B
Strong organisational skills, ability to manage own workload effectively and to meet deadlines	E	A, B

Application Procedure

If you are interested in applying for this role, please send:

- University [Application Form](#) together with the [Equal Opportunities Monitoring Form](#) available on the University website www.rau.ac.uk) – you may attach your up to date CV if you wish to add additional information.
- Details of two referees who must be people who can comment authoritatively on you as a person and as an employee in relation to the level of the post, and must include your current or most recent employer or their representative.
- Please forward to the HR Team, Royal Agricultural University, Cirencester, Gloucestershire, GL7 6JS or via email to jobs@rau.ac.uk stating where you saw the advert for the role.
- Informal enquiries can be made to Alex Pike- Head of RAU Sport (email Alex.pike@rau.ac.uk)
- Closing date:** 25 January 2026 with **Interviews on:** 9 February 2026.
- We acknowledge receipt of all applications within two working days. If you do not receive an email from us after submitting your application, please let us know by sending a new email **without any attachments** to Human.Resources@rau.ac.uk so we can check if your application has reached us.
- Should you be selected for interview please be aware that we are unable to reimburse interview expenses.

The RAU is an equal opportunities employer and we particularly welcome applications from black and minority ethnic candidates as they are under-represented within the RAU at this level