



DVO Club Development Officer



Are you the right person for the job?

Are you a sporty person, interested in the development of orienteering?

Are you passionate about sport and sharing your passion with new and improving orienteers?

Would you like to see orienteering made accessible to minority groups and those who have not traditionally taken part in outdoor activities?

If so, read on. You might be just the person we are looking for.

Why do we want to take on a Development Officer?

DVO is a successful medium-sized club based in Derbyshire. With stunning and varied countryside and interesting towns, the club provides quality urban and rural events throughout the year, whilst also making good use of MapRun and permanent orienteering courses in the many parks in the county. In 2022 DVO hosted the British Schools Score Orienteering Championships and regularly hosts events at national level.

DVO membership is declining in line with national averages and the average age of our members is increasing. We would like to reverse that trend. The club enhancement goal for 2023 is to increase the active membership by introducing, in a structured way, new people to orienteering. This will include those from running clubs and others involved in outdoor activities as well as those with young families, from ethnic minority and other hard-to-reach groups such as young people from less privileged backgrounds.

Reversing the trend is part of a 3-year plan to increase overall club engagement by improving the engagement of existing, less active members as competitors, volunteers and officials. To achieve this we will provide technical training for new and existing members as well as providing opportunities and mentoring for those who wish to become event officials.

The club Committee recognises that it needs to provide an environment in which people feel they are learning, that their success in learning is rewarded (by results, certificates or other ways), that they are progressing in the sport through a number of identifiable steps. In short, that there is a pathway to follow to take them from beginner to competent orienteer. The environment needs to be safe, well-thought-out and have an atmosphere that encourages people to turn up each week to make progress. Individuals should be followed up, either in person, by telephone or by email, to ensure they are given an opportunity to explain any areas where they do not feel they are developing sufficiently and identify areas where attendance or improvement is being hindered by lack of training or some other factor.

Overall the environment should have a bit of a buzz about it and it is important that the learning is fun as well as effective.

In addition to providing training at beginner level, the Club Development Officer (CDO) will work to enhance and refine the skills of existing orienteers. Some club members have learned from a mentor or a book, a few from face-to-face training in a structured environment. Most

have learned by 'turning up and doing it' and have received little or no formal training. A structured approach with a schedule and follow-up would benefit many.

Such a programme of learning would include activities and coaching to practice, in a non-competitive environment, the skills learned during the training sessions. DVO has a reasonable number of trained and qualified planners, organisers, controllers, coaches and mappers but, like most orienteering clubs, would like more. The local events that support the programme would be ideal training opportunities for new officials, who will be provided with formal desk-based training as well as a mentor. Future years of the programme will see an increase in the number and variety of events DVO puts on and more officials would share the load of the existing members.

DVO Committee recognises that this will be a multi-year project and that the first year will establish and refine a model for future years, putting it into practice throughout the summer and autumn school terms.

What are we looking for in a Club Development Officer?

We have received funding from the Orienteering Foundation and provided funds from within the club for a project to build a sustainable future for orienteering in Derbyshire. Our initial requirement is for a part-time CDO for 12 months, a position which, depending of the success of the project, we hope to extend for a further 2 years.

The CDO will be the face of DVO for new and improving members, and will need to be outgoing, friendly, encouraging and enthusiastic about the activities and events run on their behalf. The CDO should network with local running and athletics clubs to encourage those members to try a new sport.

Essential criteria

- Enthusiasm for delivering coaching programmes
- Ability to work as part of a team as well as independently
- Be flexible in terms of hours and days of work
- Have good project management and administrative skills
- Current DBS certificate
- Excellent verbal and written communication skills
- Be based in the local area

Desirable criteria

- Orienteering Level 2 coaching qualification
- Working knowledge of orienteering and appropriate planning software such as Purplepen
- A full current driving licence
- First aid qualification
- Good evening and weekend availability

What will the Club Development Officer do?

The first role of the CDO will be to develop (with support of 2 or 3 club members), a plan to market and deliver high-quality, fun training to beginners and recently-joined members.

The CDO's outline objectives will include:

- facilitating frequent, high-quality orienteering activities within reasonable travelling distance of Derby. The CDO will organise additional activities such as a 4- or 6-week programme to supplement the existing programme of events.
- identifying successful tactics and strategies to attract people into our sport by networking with other CDOs, relevant bodies and groups from both within orienteering and other similar outdoor activities. Investigating and/or devising other, innovative ways of attracting people into orienteering.
- enthusiastically encouraging people who already enjoy other outdoor sports to try orienteering and provide support to ensure that they have a positive and enjoyable experience when doing so. Targets include people already involved with local clubs such as walking, mountain biking, fell racing and running clubs as well as engaging local community groups who are, since Covid, engaging with active outdoor interests.
- attracting, involving and retaining new club members in the target demographic by a) using social media and email in relevant ways to publicise DVO's activities and other local orienteering opportunities and b) liaising with selected local running clubs.
- appreciating, understanding – and making best use of – the very capable and competent orienteering volunteers in DVO.

The detail of the programme (outlined below), will be worked out in conjunction with the CDO, once appointed, and his/her responsibilities may change depending on the orienteering experience of the candidate. DVO feel that the organisational qualities, natural enthusiasm, efficiency and ability to create the right environment could be just as important as their level of orienteering ability, although lack of experience of orienteering would place a significant burden on DVO to train the CDO.

Outline approach (to be confirmed with CDO)

The outline of the coaching will be as follows:

- Beginner and Improver programmes delivered in 2 x 6 week 'blocks'
- One online technical session per week
- One in-person coached session per week, to include fitness and technical skills
- An orienteering event at local level to consolidate training

Each participant will be provided with a free whistle. They will have access to club dibbers and compasses. Half of any registration fee (yet to be determined will be low or even free given the target audience) will be refunded on the candidates joining DVO via BOF membership.

Enquiries and Application

Informal enquiries and requests for further information can be made to the club chair, Sal Chaffey. To apply, send a CV with an outline plan of your ideas for delivery of the objectives along with a covering letter and names of contact details for 2 referees to club chair: sal.chaffey@gmail.com

The closing date for applications is March 10th, with interviews on March 17th.