



Director of Policy

Closing date for applications is 11:59pm
10th July 2026

Who we are

Sport England is an arms-length body of government responsible for growing and developing grassroots sport and getting more people active across England.

We were established by Royal Charter – which is an instrument of incorporation granted by the Queen – we began operating as Sport England in 1997.



The Role at a Glance

The Director of Policy is an Executive leadership role shaping Sport England's policy agenda.

The role offers flexibility in terms of homeworking or hybrid-office based in Loughborough or Bisham.



The Role

As Director of Policy, you will lead Sport England's approach to shaping and influencing national policy and investment priorities, ensuring our ambition to increase participation in sport and physical activity is reflected in government strategy and decision-making.

A key aspect of the role is leading cross-government engagement. You will build and sustain influential relationships with senior civil servants, ministers, and public sector leaders, positioning Sport England as a trusted partner in national policy development across sport, health, and physical activity. Through strategic advocacy, you will represent the organisation at the highest levels, contributing to policy forums, consultations, and legislative discussions.

Working collaboratively with internal teams and external partners, you will lead the development of a clear and coordinated engagement strategy—mobilising stakeholders, building alliances, and convening cross-sector coalitions to advocate for shared goals that drive increased participation and reduce inequalities in sport and physical activity.



Essential Skills and Experience

A full list can be found in the job description at the end of this job pack, the skills and experience section is what we are seeking for this role and you will need to demonstrate these in your application.

Essential Criteria

- Experience working with and successfully influencing central government or arm's-length bodies.
- Demonstrable experience of successfully developing, delivering and evaluating strategic plans in area of expertise over a one-to-three-year horizon.
- Demonstrable ability to successfully develop and operationalise policy and/or programme delivery in area of expertise.
- High levels of judgement and political awareness, with the ability to navigate ambiguity and make sound decisions in a public or regulated context.
- Demonstrable ability to engage with and influence internal and external senior stakeholders to support functional strategy.

Desirable

- Knowledge of sport/physical activity sector its system-level challenges and opportunities.

Our mission

Right now, the opportunities to get involved in sport and activity depend too much on your background, your gender, your bank balance and your postcode. We're determined to tackle this and unlock the advantages of sport and physical activity for everyone.

We're here to invest in sport and physical activity to make it a normal part of life for everyone in England, regardless of who you are. Together, we can change lives for the better in every home, and in every community, right across the country.



Our values

Our values define who we are as an organisation and highlight what we do to go the extra mile to set us apart. From creating an organisation we all enjoy, believe and thrive in, to creating a positive employer brand and effective partnerships with our stakeholders.

Our values are embedded in everything we do including our recruitment process and we encourage candidates to read about our values on our careers page

<https://www.sportengland.org/careers>.



Our Employee Benefits

32 days annual leave + bank holidays (pro rata for part-time)

Generous pension scheme

£500 per year to support fitness-based activity

Commitment to development and training

Free confidential counselling and advice service

Flexible working and family friendly policies

For more information, please visit the [Careers](#) page on our website

Our vision is clear

Together, we won't stop until everyone has the opportunity, the inspiration and the freedom to get moving.

You can help us do this.



We are looking to recruit from the widest possible talent pool and encourage candidates to apply from a diverse range of backgrounds. We are proud to be an inclusive, equal opportunities employer and are committed to ensuring that all candidates are treated fairly throughout the recruitment and selection process and beyond. All appointments are made on merit.



Come join us

How to apply

1. Register on our careers portal and create an account.
2. Complete our application form, which will cover areas such as your employment history and suitability for the role. *Be sure to highlight your relevant skills and experience relating to the job description in your supporting statement.*
3. The recruitment process after this point differs slightly for each role but will always consist of an assessment task and at least one in-person interview. For some roles there will be an additional phone interview or another in-person meet.

If you have a disability and are unable to apply via the portal, please email us via hrrecruitment@sportengland.org and we would be happy to discuss alternate options with you.

For more information including our FAQ section, please go to:

<https://www.sportengland.org/careers>

