



Special Olympics GB Recruitment Pack January 2026



Introduction

Special Olympics GB is proud to support some of the most inspiring athletes in the world — individuals with intellectual disabilities who compete from local to international levels, breaking down barriers and showing the transformative power of sport both on and off the field of play.

Special Olympics Great Britain is entering an exciting period of growth and development, with focus on strengthening our clubs and communities, expanding inclusive education, and further ensuring athletes are central to everything we do.

To support this, we are recruiting to three complementary roles:

- **Club and Community Lead,**
- **Inclusive Education Development Officer,**
- **Athlete Leadership and Engagement Manager.**

Together, these roles will play a critical part in increasing high-quality opportunities for people with intellectual disabilities to take part in sport, education, and leadership at every stage of their journey with Special Olympics GB in Scotland, England and Wales.

Working collaboratively across programmes and with volunteers, educators, partners, and athletes themselves, the postholders will help create inclusive environments, amplify athlete voice, and build sustainable delivery models that enable individuals to thrive both on and off the field of play.

We're looking for people who:

- Believe in the power of sport to create inclusive, positive change.
- Build strong relationships and work well with others.
- Value lived experience, inclusion, and collaboration.
- Think strategically and help shape a sustainable future for Special Olympics GB.



About Special Olympics GB:

Special Olympics GB is a dynamic and inclusive charity that transforms lives every day through the power of sport. We provide year-round sports training and competition opportunities for children and adults with intellectual disabilities, enabling them to develop physical fitness, build confidence, make friends, and experience joy through sport.

Special Olympics GB focuses exclusively on individuals with intellectual disabilities — a population that is too often overlooked, underserved, and underestimated. Our athletes face daily barriers to inclusion, from social stigma to limited access to services, education, health and employment. Through sport, we help break down these barriers.

Sport is a universal language — one that speaks in determination, teamwork, and courage. For people with intellectual disabilities, sport provides not just a platform to compete, but a pathway to empowerment. It builds belonging, creates opportunities, and inspires entire communities to think differently about ability.

Special Olympics GB is part of the global Special Olympics movement, which serves over 5 million athletes in more than 190 countries. In Great Britain, we support c13,000 athletes across England, Scotland, and Wales through a network of 100 local clubs and 3,600 volunteers.

Every time our athletes' step onto the field of play, they show what inclusion truly looks like. They represent not just their local community or our nation, but a vision of a more accepting and unified world.



What is intellectual disability?

When a person has certain limitations in cognitive functioning and skills, including communication, social, and self-care skills

Intellectual disability in Great Britain:

- **1.5 million** children and adults have intellectual disability
- **36%** of adults (19 million) have a connection to, or are aware of, someone with an intellectual disability
- **96%** of adults with intellectual disability are unemployed
- **78%** of people with intellectual disability do not take part in any sport activity
- **31%** of people with intellectual disability live in poverty, compared to 18% of the general population



Club and Community Lead

Salary:	£40,000 - £42,000
Accountable to:	CEO
Responsible for:	Volunteer Development Officer and Club and Compliance Development Officer
Location: required	National (Great Britain) – Home based (UK), regular travel across Scotland, England and Wales, including semi regular travel to National Office team days (location variable). Occasional international travel.
Hours:	FT, 35 hours per week

The Club and Community Lead is responsible for managing and developing strong and sustainable delivery structure, networks and models that deliver Special Olympics GB activities across Great Britain. This includes working with clubs, schools, education establishments, NGBs, and community groups to ensure safe, inclusive, and high-quality programmes for athletes with intellectual disabilities across Scotland, England and Wales.

Reporting directly to the CEO, you will work closely with the Head of Sport for Development, Head of Events, and Head of Finance & Business Ops to ensure operational delivery, compliance, and programme growth. You will lead the accreditation process for clubs and community partners, ensuring all delivery meets national standards.

You will manage a small team of two direct reports, supporting the development of volunteers, clubs, and community partners to create accessible, sustainable, and impactful opportunities for participation.

Click here for more information and the full role description - [Jobs & Opportunities](#)

Athlete Leadership and Engagement Manager

Salary:	£22,857-£24,285 (FTE £32,000-£34,000)
Accountable to:	Director of Development
Responsible for:	Athlete Leadership Development Officer
Location:	National (Great Britain) – Home based (UK), regular travel required across Scotland, England and Wales, including semi regular travel to National Office team days (location variable). Occasional international travel.
Hours:	PT, 25 hours per week

SOGB is committed to ensuring that the voices, experiences and ambitions of our athlete's shape everything we do. As Athlete Leadership and Engagement Manager, you will lead the evolution of athlete voice across the organisation, ensuring athletes are empowered, represented and meaningfully involved at all levels of the organisation.

The role will strengthen leadership pathways for athletes, champion self-advocacy, and ensure that the lived experience of athletes with intellectual disabilities informs strategy, programmes and organisational culture. You will create inclusive structures that allow athlete voice to flourish locally, nationally and internationally, and build partnerships that elevate athlete leadership as a central pillar of SOGB's mission.

Click here for more information and the full role description - [Jobs & Opportunities](#)





Inclusive Education Development Officer

Salary:	£28,000-£30,000
Accountable to:	Head of Sport for Development
Location: travel semi variable).	National (Great Britain) – Home based (UK), regular required across Scotland, England and Wales, including regular travel to National Office team days (location Occasional international travel.
Hours:	FT, 35 hours per week

SOGB is committed to creating inclusive education environments where children and young people with intellectual disabilities are valued, supported and empowered. The Inclusive Education Development Officer plays a critical role in expanding the reach and impact of SOGB in the education sector across Great Britain.

The role focuses on expanding the reach and impact of the Unified Champion Schools (UCS) programme by building strong relationships with schools, colleges, universities, and charities to drive inclusive sport, youth leadership, and whole-school engagement for students with and without intellectual disabilities across Scotland, England and Wales. The Inclusive Education Development Officer will lead on programme delivery, school engagement, training, resources and reporting to ensure high-quality, sustainable and impactful participation.

Click here for more information and the full role description - [Jobs & Opportunities](#)

Benefits

- 25 days' annual leave allowance (pro rata for part time staff) plus bank holidays
- Additional closure days at Christmas
- Birthday day off
- Flexible working due to remote nature of the organisation
- Time Off In Lieu (TOIL) policy
- Employee pension scheme.
- HSF Health Plan enrollment.
- Ongoing access to professional development opportunities.
- Access to networking groups across the sector.
- Friendly and supportive team with opportunity to work closely with other teams and beneficiaries.



How to apply

To apply, please send a covering letter (maximum 2 pages) explaining why you wish to apply for the roles. It is important that all prospective candidates understand our mission and are driven by our cause. Referring to the role description, please be specific about how your skills and experience will help you undertake this role. Generic letters will not be considered.

Please also include your CV and send with your covering letter to recruitment@sogb.org.uk with the email title stating the role that you are applying for.

The closing date for applications is Monday 23rd February 2026 at 9am. There will be a two-stage interview process that will cover both culture/motivators and thematic competencies. Stage 1 interviews will take place week beginning 9th March 2026 and stage 2 will take place week beginning 16th March 2026.

If you have challenges with written communication, please call Michelle King, Operations Support Officer on 07455 874140 to discuss alternative application options for you.

Queries

If you would like to arrange an informal discussion about these roles, require any further information or have any queries regarding the recruitment process, please contact recruitment@sogb.org.uk where your correspondence will be forwarded to the relevant hiring manager.

Safer Recruitment

Special Olympics GB is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The suitability of all prospective employees or volunteers will be assessed during the recruitment process. The successful candidates will be required to complete regular safeguarding training and undertake a DBS/PVG check relevant to the requirements of the role. For these roles that will involve an enhanced disclosure and membership of the DBS Update Service.

Equal Opportunities

Special Olympics GB is committed to and promotes equality, diversity and inclusion and encourages all sections of the community, particularly those living with a disability, who meet the role requirements to apply.

Other

We request no contact from agencies.

For more information on Special Olympics GB please visit www.specialolympicsgb.org.uk



www.specialolympicsgb.org.uk
Charity Registered in England & Wales:
800329 and Scotland SC052090



**Special
Olympics**
Great Britain

