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Bradford
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United Kingdom

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IMAS UK Director

Position: IMAS UK Director

Location: Suite 3, Cathedral House, 26-28 Church Bank, BD1 4DZ, Bradford (UK) and/or remote

Reporting to: IMAS CEO

Salary Range: £58-63k (pro-rata) based on experience.

Hours: Flexible from 21 to 35 hours per week, with agreed core hours but some flexibility on work patterns.

Contract: Permanent.

About us: International Mixed Ability Sports (IMAS) is a not-for-profit organisation championing, growing and regulating the Mixed Ability model worldwide. The Mixed Ability model is the only grassroots sports proposition worldwide where people with and without disability can play together in community-based clubs and activities, as equal members, without being separated, graded or identified.

Our vision is to radically change the way we think of, join in and enjoy sport, leading to a fairer and more equitable society.

Our mission is to bring people of all abilities together to play sports and learn from each other, giving everyone the opportunity to fulfil their potential.

What we are looking for: An exceptional candidate with a passion for social inclusion and sport willing to commit to a long-term career within IMAS. You will be driven by a strong belief in equity and positive societal change and be able to advance the skills of a team of IMAS Trainers with lived experience of disability and neurodivergence.

IMAS places the skills of people with lived experience of barriers and exclusion at the centre of everything we do. You will draw from that expertise to build relationships with partner organisations to create positive change and increase the influence and impact of Mixed Ability.

You will be prepared to 'bounce back' from the rejection of the Mixed Ability concept by slower moving/thinking organisations, often with short-term strategic aims. Your mission is to create long-lasting, transformative change by embedding the Mixed Ability model into multiple organisations. You will be central to making Mixed Ability 'the new norm.'

Job description: As the UK Director of IMAS, you will be responsible for:

1. **Setting, implementing and monitoring the organisation's vision and strategy relating to UK expansion:** *Develop and communicate a clear vision for the sustainable and planned growth of the Mixed Ability (MA) movement in the UK. Creating a culture of transparency and communications through the organisation*
 2. **Leadership:** *Inspire and connect with partner organisations fostering a culture of learning, shared aims, transfer, collaboration on the delivery of MA training, and the potential for them to initiate change across their networks.*
 3. **Projects:** *Work at all levels dealing with individuals, schools, colleges and universities, sports clubs, health and social care professionals and national governing bodies to persuade them that the Mixed Ability model has values that they should adopt within their organisation.*
 4. **Educator:** *Work closely with a pool of IMAS experts with lived experience of neurodiversity and/or disability to build a strong relationship. Look for opportunities to grow this training group and influence external organisations, collaborating to co-produce resources and training materials for co-delivery.*
 5. **Finances and income:** *Increase the sustainability of IMAS UK by exploring diverse funding opportunities locally and nationally, from both the public and private sectors. Utilise the co-produced training delivery to increase the income stream and potentially make IMAS Accreditation desirable to external organisations.*
 6. **Public relations:** *Acting as the spokesperson for IMAS UK, you will create and maintain strong relationships with participants, champions, allies, beneficiaries, partners, sponsors as well as the Board of Directors and any other IMAS advisory body.*
 7. **Risk management and policies:** *Proactively assess and manage risks, ensuring the organisation's long-term stability and success, review and update company policies annually, identify gaps in policy and rectify these.*
 8. **Ensure value alignment:** *Shaping the UK strategy and vision in alignment with the Mixed Ability Manifesto and the global strategy.*
 9. **Reporting:** *In addition to regular work-related communications, you will report to the IMAS CEO monthly to share updates and agree strategic direction. You will report to the IMAS Board at each of their meetings.*
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Skills, experience and knowledge:

- *Deep understanding of the Mixed Ability model, both practical and theoretical.*
 - *Direct understanding of the sport ecosystem, in particular grassroots participation, international NGBs relationship and operational cycles and wider strategic priorities*
 - *Ability to influence and drive systemic change.*
 - *Ability to manage operational and emotional high-stress situations, navigate complex emotional landscapes.*
 - *Firm grasp of leadership and management principles.*
 - *Proven ability to work with Committees and Board of Directors.*
 - *Teaching and presentation expertise with exceptional communication skills.*
 - *Teamwork skills and the ability to act as the public face of the company.*
 - *Commercial awareness and innovative approach to business development.*
 - *Strong resource capacity planning and prioritisation skills.*
 - *Lived experience of interaction / support of people with disabilities.*
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Benefits:

- Mandatory Statutory Benefits.
- Enrolment in the Government NEST Pension scheme.
- 28 days of paid leave per year (5.6 weeks), including bank holidays plus days between Christmas and New Years Day.
- Flexible hours and blended working options, focused on delivering outcomes and not measuring input.

Additional information:

IMAS is a Disability Confident and equal opportunities employer, and as such actively promotes equity, diversity and inclusion in the workplace. We welcome and encourage applications from all suitable candidates irrespective of age, disability, hidden disability, race or national origin, religion or belief, gender, gender expression, political view, sexual orientation, medical condition and pregnancy.

Please note IMAS is unable to accept applications from candidates who require visa sponsorship.

If you would like to submit an application or express your interest in an alternative format such as audio or video upload, or require any adaptations for your initial engagement with us, please contact us at the email below and we will be happy to provide reasonable adjustments and support.

Application instructions

Candidates should submit their tailored covering letter, CV, audio or video upload by: 12noon on Monday 21st September.

Please submit your application to: contact@mixedablitysports.org citing ref: UK IMAS Director and your surname.

Audio/video submissions can be uploaded [HERE](#)

Provisional interview dates will be week commencing 28th of September 2026, dependent on candidate's application and panel availability.

Initial interviews will be held over Zoom, with potential for in-person second stage interview at a later date.

Applications submitted without a tailored cover letter will not be considered.

Applications from agencies or recruiters will also not be considered.

This post, due to its nature, duties and responsibilities, will be subject to an enhanced check by the DBS. This can be funded by IMAS.

For more information, please write to: contact@mixedablitysports.org