

*HEAD  
OF  
SAFETY*

*ROLE PACK*

*Closing date for applications is  
12 NOON, Friday 10th July 2026*



**BRITISH**  
SKYDIVING

## **WHO WE ARE**

*British Skydiving is a democratic, not-for-profit organisation  
whose purpose is to organise, govern and further the  
advancement of*

*skydiving in the UK.*

# WELCOME FROM THE CEO

Welcome to our role pack. I hope it helps you to get a sense of the Association and whether the Head of Safety role might be a good fit for you.

This is an exciting time to join British Skydiving. The Association has taken some significant steps as part of an ambition to establish itself as a future-facing governing body. This has included formulating our strategic plan for 2023-2027, building our inclusivity strategies by signing up to Charter Membership with Sporting Equals and continuing our good governance journey by commissioning an independent Board review.

I look forward to welcoming the successful candidate to the team.



*Rob Gibson*  
CEO

# OUR HISTORY

The British Parachute Association Ltd., trading as British Skydiving, was formed in 1961 and incorporated as a not-for-profit company limited by guarantee in 1966.

British Skydiving is the governing body of skydiving in the United Kingdom and is committed to maintaining the highest standards of safety in the sport. Careful analyses of accidents and injuries over time has enabled British Skydiving to build up detailed knowledge of the risks in the sport. As risks are identified and assessed, measures to manage and control the risks are implemented. These control measures are set out in our Operations Manual.

High quality training packages delivered by British Skydiving ensures consistency for all delegates starting on the pathway to become an instructor. These courses are run by the British Skydiving Safety and Training Team, in partnership with affiliated Parachute Training Organisations.

British Skydiving co-ordinates a varied programme of competitions, promoting skills development and excellence in skydiving, funding national teams and individuals who meet strict performance standards to World Championships.

It also supports major events such as the British Skydiving National Championships in all the major skydiving disciplines, together with British Skydiving UK Skydiving League (UKSL) and British Skydiving Grand Prix Competitions held at Affiliated Parachute Training Organisations throughout the UK.



# OUR VISION

**TO SECURE SKYDIVING AS A SAFE, ENJOYABLE  
AND ACCESSIBLE SPORT FOR ALL.**

Our vision is driven by our belief that through the power and inspiration of our members, partners, staff and supporters, we can grow the sport of skydiving, extending its reach, accessibility and positive visibility.



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# OUR VALUES

## COMMITMENT TO EXCELLENCE

Our belief that everything we do must be of the highest standard and reflect our ambitions as the leader of British Skydiving.

## RESPECT, INTEGRITY AND TRUST

All our interactions with each other, members, staff, partners, other stakeholders and with the wider public will be characterised by a respect for the views of others and the integrity of our approach.

We will treat all people and issues with fairness and equality at all times. Our behaviours and decisions will always demonstrate the highest levels of integrity.

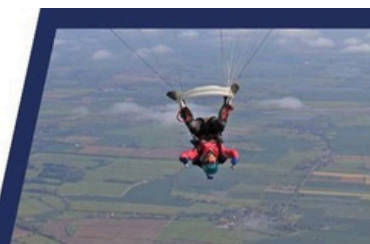
## HONESTY AND OPENNESS

We will proactively engage with and listen to our members and other stakeholders, seeking opinion and cultivating understanding of our ambitions and approach.

## BUILDING OUR KNOWLEDGE

We will facilitate the continuous learning and development of our members to improve their performance and enjoyment of skydiving. We will continuously transform ourselves as a learning organisation in response to the pressures we face to maintain our pre-eminent position in British Skydiving.

We will ensure that our knowledge and development as a body is always of the highest level so that we can support our members to the full.



# JOB DESCRIPTION



<b>Role Title</b>	Head of Safety
<b>Contract</b>	Full-Term, Permanent
<b>Reports To</b>	Chief Executive Officer (CEO)
<b>Location</b>	To be agreed with the successful candidate.
<b>Salary</b>	Competitive and commensurate with experience.

## Job Purpose

British Skydiving is committed to maintaining and continually improving the safety framework that underpins sport parachuting in the United Kingdom.

The Head of Safety is British Skydiving's senior safety leader and principal adviser on all matters relating to operational safety, risk management, safety governance and regulatory compliance. The role exists to protect and strengthen the systems, standards and culture that enable members, affiliated drop zones, instructors, pilots, riggers, volunteers and commercial operators to participate in the sport safely and with confidence.

Working closely with the CEO, Head of Training, Safety & Training Committee (STC), affiliated Parachute Training Organisations (PTOs), regulators and industry partners, the Head of Safety will provide leadership and oversight of British Skydiving's safety framework, ensuring it remains effective, proportionate and responsive to the evolving needs of the sport.

The role requires a combination of strong safety leadership and operational credibility. The successful candidate will be able to engage effectively with instructors, riggers, pilots, drop zone operators, volunteers and members, balancing the promotion of best practice with a practical understanding of day-to-day parachuting operations.

A key feature of the role is the close working relationship with the Head of Training. Whilst each role has distinct responsibilities, both positions will work collaboratively to ensure that operational experience, safety lessons, incident investigations, training standards and instructional development continue to evolve in a coordinated and evidence-informed manner.

As Chair of the Safety & Training Committee, the Head of Safety will play a central role in guiding safety policy, maintaining operational standards and supporting the continued safe development of the sport.

This is a highly influential leadership role that combines strategic oversight with operational credibility, stakeholder engagement and a commitment to continuous improvement.

## **Key Responsibilities**

### **Strategic Safety Leadership & Governance**

- Serve as British Skydiving's senior authority on safety matters.
- Advise the CEO, Board and senior leadership team on all safety-related strategic and operational issues.
- Develop and implement British Skydiving's long-term safety strategy in support of the organisation's objectives and the safe development of the sport.
- Promote a proactive, evidence-based approach to safety management throughout the organisation.
- Ensure safety remains a central consideration in operational decision-making, policy development and organisational planning.
- Act as a visible advocate for safety, professionalism and continuous improvement across the sport.

### **Safety Governance & Committee Leadership**

- Chair and lead the Safety & Training Committee (STC), ensuring effective governance, sound decision-making and timely implementation of agreed actions.
- Provide leadership and direction to the Riggers' Subcommittee and associated specialist groups.
- Establish and lead Safety Working Groups where required to address emerging risks, technical developments and operational challenges.
- Prepare and present reports, recommendations and safety updates to the Board and relevant committees.
- Ensure committee activity remains aligned with the needs of members, affiliated organisations and the wider sport.

### **Safety Management Systems & Risk Management**

- Maintain and continuously improve British Skydiving's safety management framework.
- Ensure effective identification, assessment, mitigation and monitoring of operational risks across all areas of the sport.
- Promote modern safety management principles, including just culture, human factors, organisational learning and proactive risk reduction.
- Monitor safety performance, emerging risks and operational trends to support informed decision-making.
- Ensure that safety systems remain practical, proportionate and relevant to operational realities.

### **Incident Investigation & Safety Assurance**

- Lead investigations into serious incidents, fatalities and significant safety occurrences.
- Manage sensitive and potentially distressing investigative material with professionalism, discretion and objectivity.
- Oversee Boards of Inquiry, Panels of Inquiry and associated investigations.
- Liaise with police, coroners, emergency services, regulators and other relevant agencies as required.
- Ensure lessons identified from incidents are translated into meaningful and practical improvements.
- Maintain oversight of safety reporting systems, incident data, injury trends and safety information.
- Promote a culture where learning and continuous improvement are prioritised.

## **Policy, Standards & Regulatory Compliance**

- Maintain responsibility for the British Skydiving Operations Manual and associated safety-related documentation.
- Lead the review, development and implementation of safety policies, procedures and technical standards.
- Ensure compliance with relevant aviation legislation, regulatory requirements and organisational obligations.
- Provide oversight of safety-related technical manuals, guidance materials and operational publications.
- Issue Safety Notices, Safety Information and other safety communications when required.

## **Regulatory & External Affairs**

- Act as the principal safety liaison with the Civil Aviation Authority (CAA), Health and Safety Executive (HSE), National Air Traffic Services (NATS), Ministry of Defence and other relevant organisations.
- Represent British Skydiving at national and international forums, industry groups and safety conferences.
- Maintain productive relationships with overseas governing bodies and parachuting organisations.
- Monitor developments in aviation, parachuting and safety regulation to ensure British Skydiving remains aligned with recognised good practice.

## **Safety Assurance, Audit & Continuous Improvement**

- Lead the safety audit and assurance programme for affiliated organisations, PTOs, display teams and other affiliated entities.
- Ensure audit findings are addressed appropriately and monitored through to completion.
- Promote a culture of organisational learning and continuous improvement.
- Support the development of effective safety reporting, assurance and performance monitoring arrangements.
- Champion initiatives that improve safety standards whilst remaining practical, evidence-based and appropriate for the operational environment.

## **Operational Partnership & Stakeholder Engagement**

- Build trusted and constructive relationships with drop zone owners, Chief Instructors, PTOs and affiliated organisations.
- Ensure that safety policy development is informed by operational experience and stakeholder engagement.
- Demonstrate a clear understanding of the operational, instructional and commercial challenges faced by modern skydiving organisations.
- Work collaboratively with stakeholders to identify practical and proportionate solutions to safety challenges.
- Maintain regular engagement with clubs, centres and operational personnel across the sport.
- Ensure British Skydiving remains responsive, credible and supportive whilst maintaining independent safety oversight.

## **Leadership & Culture**

- Lead, motivate and support safety personnel and volunteers.
- Foster a culture of openness, trust, professionalism and mutual respect.
- Encourage constructive challenge, innovation and continuous learning.
- Promote positive engagement between British Skydiving, affiliated organisations and members.
- Recognise and value the contribution of volunteers in maintaining and improving safety standards.
- Act as an ambassador for British Skydiving's values and commitment to safety and professionalism.

## **Person Specification**

### **Essential:**

#### **Experience & Qualifications**

- British Skydiving Advanced Instructor rating.
- Significant experience in operational safety leadership within skydiving.
- Demonstrable operational experience within sport parachuting.
- Proven experience developing and implementing safety management systems and safety governance arrangements.
- Demonstrable experience leading complex incident or accident investigations.
- Experience working with regulators and external stakeholders.
- Proven experience chairing committees, advisory groups or forums comprised of subject matter experts.
- Experience managing competing priorities within a complex operational environment.
- Experience working collaboratively with volunteers, instructors, operators and stakeholders.

#### **Knowledge**

- Detailed understanding of British Skydiving operations, governance arrangements and regulatory framework.
- Strong understanding of risk management principles and modern safety management systems.
- Detailed knowledge of parachuting operations and the operational environment in which PTOs and drop zones operate.
- Knowledge of UK aviation regulation and the wider regulatory landscape affecting the sport.
- Understanding of governance and assurance within membership organisations.
- Awareness of developments in aviation safety, human factors and organisational learning.

## **Skills & Behaviours**

- Strong strategic thinking and decision-making capability.
- Ability to build trust, credibility and positive working relationships across a diverse stakeholder community.
- Excellent diplomacy, active listening and interpersonal skills.
- Strong verbal, written and presentation skills.
- Ability to communicate complex safety matters in a practical and accessible manner.
- Ability to influence and build consensus.
- Strong analytical and problem-solving capability.
- High levels of integrity, professionalism and sound judgement.
- Ability to remain calm, objective and effective under pressure.
- Ability to manage exposure to serious incidents, fatalities and sensitive investigative material whilst maintaining professionalism, objectivity, compassion and personal resilience.

## **Industry Understanding**

- Demonstrable understanding of the operational, instructional and commercial challenges faced by drop zone owners, Chief Instructors and PTOs.
- Ability to balance safety improvement with practical operational realities.
- Commitment to supporting the safe and sustainable development of the sport.

## **Desirable:**

- Broader experience within general aviation, commercial aviation, defence aviation or other safety-critical sectors.
- Formal qualification in safety management, aviation safety, risk management, accident investigation or a related discipline.
- Experience working within a National Governing Body, membership organisation or sporting environment.
- Knowledge of international parachuting operations and safety practices.
- Experience presenting evidence at inquests, inquiries or formal hearings.

## Key Relationships

### Internal

- Chief Executive Officer
- Board of Directors
- Senior Leadership Team
- Head of Training
- Safety and Training Officer
- Operational Staff
- Safety & Training Committee
- Riggers' Subcommittee
- Volunteers and Subject Matter Experts

### External

- Affiliated Parachute Training Organisations
- Drop Zone Owners and Chief Instructors
- Civil Aviation Authority
- National Air Traffic Services
- Health and Safety Executive
- Ministry of Defence
- Police, Coroners and Emergency Services
- International Parachuting Organisations
- Industry Partners and Insurers

## Salary & Benefits

Competitive and commensurate with experience.

British Skydiving offers a comprehensive benefits package including enhanced leave, medical insurance, Life Insurance wellbeing support, professional development opportunities and the opportunity to play a leading role in supporting and strengthening the safety of sport parachuting in the United Kingdom.

## Location & Working Arrangements

To be agreed with the successful candidate.

The role will require regular travel throughout the United Kingdom, attendance at national meetings and events, and occasional evening and weekend working to support operational requirements.

## Our Commitment

British Skydiving is committed to creating an environment where safety, professionalism, community and continuous improvement work hand in hand.

We believe the long-term success of the sport depends upon strong leadership, meaningful collaboration, practical decision-making and a shared commitment to maintaining high standards.

This role offers a unique opportunity to make a lasting contribution to the safety and future development of sport parachuting in the United Kingdom, helping to support a safe, sustainable and thriving sport for current and future generations.

# HOW TO APPLY



send in your CV and a covering letter or 90 second video that outlines:

- 1) your leadership qualities
- 2) your skills that meet the JD and
- 3) your vision for the future

Applications should be emailed to **[hr@britishskydiving.org](mailto:hr@britishskydiving.org)**

## **Equal Opportunities**

British Skydiving is committed to equal opportunities and welcomes applications from all sections of the community. We particularly encourage applications from groups currently underrepresented in roles across sport. If you require any accommodations to support your participation in the interview process, please contact us.

If you 'd like to discuss further any aspects of the role, then please email [robert.gibson@britishskydiving.org](mailto:robert.gibson@britishskydiving.org) to arrange a call

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## **Key Dates**

**Applications close:** 1200 Noon, Friday 10<sup>th</sup> July 2026

**Interviews:** Multistage Interview process commencing 15<sup>th</sup> July

**APPLICATIONS**



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