

Job Description

Head of Leisure



Salary:	£40-£45k experience dependent	Responsible To:	Chief Executive
Contract:	Full Time contract	Accountable for:	3 Leisure Facilities 1 Community Event Venue
Hours:	37 hours per week	Location:	Based at Adrenaline Centre

About Rossendale Leisure Trust

Rossendale Leisure Trust exists to improve the health and wellbeing of Rossendale residents through physical activity, sport and bringing communities together.

Our vision is to enable more Rossendale residents to become active, placing ourselves at the heart of communities and providing quality and engaging experiences that enrich lives. We are committed to improving health & wellbeing, connecting communities, inspiring people, enhancing the environment and looking after our people.

We pride ourselves on recruiting the right people with the right values into the right roles. We are looking for a people focused, professional, team-oriented and solutions driven individual to join our team as we strive to deliver excellence to our customers.

We are now seeking an experienced and authentic leader to take our leisure offer to the next level.

Job Purpose / Role Summary

The Head of Leisure will provide strategic and operational leadership across all leisure facilities, ensuring services are safe, commercially sustainable and deeply connected to the needs of the community.

This is a senior leadership role requiring:

- Proven experience within the leisure sector
- Strong commercial awareness
- The confidence to challenge existing practices
- The ability to lead, inspire and develop high performing teams

The postholder will take full accountability for performance, income generation and customer experience, while embedding a culture of continuous improvement aligned to the Trust's values.

KEY RESPONSIBILITIES

People Focused

- Act as an authentic, visible leader who prioritises people, culture and wellbeing
- In line with the Trust's values, prioritise and support staff wellbeing, ensuring all staff receive regular 1-1's and training and development opportunities.
- Build strong, trusted relationships with staff, partners and stakeholders
- Create a culture where staff feel empowered, supported and accountable
- Champion customer service by continuously reviewing and improving the customer journey, ensuring staff recognise and deliver excellence, while being a visible, customer-facing leader.
- Support the facilities to work with community groups and organisations to ensure services reflect local need.

Professional

- Provide overall leadership to ensure safe, compliant and high-quality operations across all facilities
- Demonstrate strong leisure sector expertise, bringing best practice and innovation into the organisation
- Strategic responsibility for Health and Fitness, driving membership growth and retention
- Ensure high standards of facility presentation and bring experience of external quality accreditations, that drive continuous improvement.
- Lead on commercial performance, with full responsibility for budgets, income and cost control.
- Use data, insight and leisure management systems to drive informed decision making.
- Lead capital investment projects and contribute to long-term facility planning.
- Develop and deliver business plans aligned to organisational objectives.
- Work closely with Rossendale Borough Council, contributing positively to the delivery of the Rossendale Physical Activity and Sport Strategy and other strategic plans.

Team Orientated

- Lead and develop a high performing, engaged workforce
- Provide clear direction while empowering teams to take ownership and initiative.
- Actively coach, mentor and challenge managers to improve performance
- Work collaboratively with the Health and Wellbeing Manager to integrate our leisure facilities and health pathways into an Active Wellbeing service.
- Play a key role within the Senior Management Team, contributing to wider organisational strategy and providing support for the Chief Executive Officer.
- Proactively manage workforce issues with professionalism and confidence.
- Maintain strong staff engagement, satisfaction and team morale.
- Provide shift cover to help cover holidays and sickness.

Solutions Driven

- Balance the need to drive commercial growth with the Trust's social purpose and community impact.

- Critically review existing operations and be prepared to challenge and redesign services to maximise efficiency and sustainability.
- Build partnerships across the wider Active Wellbeing system to tackle inactivity and inequalities.
- Drive innovation and continuous improvement across all areas of the service.
- Actively monitor sector trends and lead the introduction of new ideas and best practice across the organisation.
- Support digital and system improvements to enhance efficiency and customer experience.
- Take a proactive, solution-focussed approach to challenges and change.

General Responsibilities

- Undertake any other tasks / duties to meet the needs of the business.
- Work flexibly, including evenings, weekends and bank holidays as directed by the service
- Comply with all Trust policies, including health and Safety.
- Maintain confidentiality and professionalism at all times.
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DBS

The person appointed to this post, will have contact with children, therefore, the post holder will require an **Enhanced Disclosure Barring Service** check.

Safeguarding

Rosendale Leisure Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expect all staff to share this commitment. The successful applicant will be required to undertake appropriate safeguarding checks as well as providing proof of the right to work in the UK.

Equality, Diversity & Inclusion

We respect differences in race, disability, gender, gender identity, sexual orientation, faith, background or personal circumstance and welcome all applications. We want everyone to feel valued and included in Rosendale Leisure Trust and to achieve their full potential. RLT is opposed to any form of discrimination and commits itself to the redress of any inequalities by taking positive action where appropriate.

Summary of main duties, responsibilities and accountability: all Rosendale Leisure Trust employees

- To undertake any training and development as required by Rosendale Leisure Trust Ltd.
- To work five days out of seven, in any one week.
- To work at any of Rosendale Leisure Trust's facilities, as and when required.
- To work outside normal hours of work, as and when required.
- To abide by all Health & Safety legislation and all Policies and Procedures of Rosendale Leisure Trust Ltd.
- To maintain confidentiality and discretion in respect of the Trust's operation of its business affairs.
- To achieve and provide the highest possible standards in customer care.

- To undertake any other duties, which may fall within the nature, scope and skill levels of the post.

Applicants are asked to note that Rossendale Leisure Trust has a Management of Absence Policy and there is an expectation that employees attend work on a regular basis or with reasonable adjustment, where applicable.

All new employees to Rossendale Leisure Trust are required to complete a 6-month probationary period. On successful completion of the probationary period objectives and targets will be agreed and formally reviewed on a regular basis as part of the Trusts appraisal process.

To apply:

If you feel you have the required skills and attributes to carry out this vital role, please email your completed application form to **people@rltrust.co.uk**

Closing date: Friday 22nd May 2026.

Employee Benefits

- Competitive company pension
- 24 days holiday plus bank holidays
- Free leisure membership
- Discounted family activity sessions
- Hospitality discounts
- Free on-site parking
- Additional local discounts