

CHIEF EXECUTIVE OFFICER

ROLE PROFILE



Livingston James



SCOTLAND



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Introduction

The Commonwealth Games is one of the world's largest multi-sport events, bringing together a diverse range of the world's elite athletes every four years. It plays a unique role within the Commonwealth by strengthening bonds between nations and fostering new and productive relationships.

Subject to formal confirmation from the Commonwealth Games Federation, Scotland will host the 2026 Commonwealth Games, following the withdrawal of the previously awarded host. It will be the biggest sporting and cultural event to be held in Scotland since the 2014 Commonwealth Games.

The 2026 Games Organising Company ("OC") is a private company, limited by guarantee and has ultimate responsibility for the planning and delivery of the Games in accordance with the provisions of the Host Collaboration Agreement agreed between the Commonwealth Games Federation (CGF) and Commonwealth Games Scotland (CGS).

2026 Games Mission

Successful delivery of a Scottish-led reimagining of a sustainable and financially viable multi-sport Games model attractive to spectators, athletes, and future hosts delivering significant economic, engagement and showcasing opportunities for the city and country.

2026 Games Objectives

- To deliver a safe and sustainable Games within budget
- To demonstrate Glasgow and Scotland's ability to innovate and deliver at International Events
- To maximise opportunities to derive a wide range of impacts and benefits for Glasgow and Scotland from hosting the Games
- To create a repeatable model for sustainable delivery of future Games

Delivery Model

The delivery model has been designed based on a reduced budget and timeline, and the need to create significant impacts to ensure the event delivers benefits for Glasgow and Scotland. The intention is that this design reflects both current circumstances and provides a blueprint for future sustainable delivery of the Games. Central to the model is increased outsourcing using experienced event services providers, reducing the number of OC employees, whilst increasing the need for the OC to have strong procurement and contract management capabilities.



The role of CEO of the 2026 Games OC presents a unique opportunity to lead the transformation of the event to be more innovative and affordable, whilst maintaining its world-class qualities and attractiveness to potential future hosts, athletes, spectators, broadcasters and their audience.

Reporting directly to the Chair you will have full accountability for creating and leading an effective, high-performing organisation and set of commercial relationships that delivers the 2026 Commonwealth Games within budget and in accordance with the commitments made with the CGF in the hosting agreement.

As CEO, you will inspire and motivate the OC staff team with energy and drive, while maintaining resilience under high levels of public scrutiny.

Key Responsibilities:

- Providing strong leadership to develop effective Games time operations plans, whilst ensuring strong governance structure and management compliance
- Create and maintain a high-performance organisation with a strong leadership culture centred around qualities of envisioning, enabling and empowering people





- Lead the design and implementation of an innovative Commonwealth Games delivery model, focused on utilising industry partner expertise whilst ensuring target costs are not exceeded
- Ensure a high standard of financial administration, propriety and regularity, managing the financial risks of the OC whilst also ensuring the funds are effectively and efficiently used and monitored in accordance with the approved budget
- Establish strong working relationships with immediate stakeholders and partners of the Games including the Event Delivery Partners, venue owners and operators, Scottish Government, Glasgow City Council, Police Scotland, sporting governing bodies and the wider business community
- Acting as a key spokesperson for the OC, you will provide leadership to the development and delivery of all marketing, communications and public relations activities, ensuring the protection of the OC's reputation
- Establish a strong relationship with the CGF, their Coordination Commission and the International Sports Federations to ensure that the Games are delivered in accordance with the commitments made in the hosting agreement
- Reflecting the emphasis on using suppliers for significant areas of delivery activities, ensure effective procurement, contract and relationship management approaches are established and value for money is achieved
- Working closely with the CGF to attract Commercial Partners and successfully integrate them into the event operational planning process





The successful candidate will bring a strong track record in overseeing the operational delivery of complex, high profile and multi-stakeholder events or projects. The role requires a natural negotiator and empathetic listener, and someone who can debate, influence and convince at all levels.

You will be a strong advocate for sport and passionate about the Commonwealth Games movement and its ambitions for positive social and economic benefits for individuals and communities both nationally and internationally.

Core Experience and Attributes Include:

- **Inspirational Leadership:** A dynamic leader able to inspire and motivate staff with a drive and energy that sustains a high level of focus during the planning and delivery of the Games
- **Political Astute:** A strong capability in building trust and effective working relationships with a diverse range of stakeholders
- **Partnership Working:** Extensive experience in establishing, cultivating and sustaining strategic partnerships across a diverse range of stakeholders





- **Exceptional Communication:** Excellent communication skills enabling the candidate to build and sustain positive, productive relationships that earn respect, trust, and confidence across all stakeholder groups
- **Strategic Influence:** The ability to challenge constructively, influence, and negotiate effectively, while balancing conflicting priorities
- **Financial Stewardship:** A proven record of managing substantial budgets and staffing resources, with the ability to make effective or difficult decisions under pressure and within tight timelines
- **Commercial Acumen:** Demonstrates strong commercial insight with proven experience in income generation and contract negotiation within or alongside the commercial and business sectors
- **Exceptional Integrity:** Demonstrates the highest levels of personal and professional integrity in all actions and decisions
- **Resilience and Composure:** Exhibits resilience and remains composed under pressure, adept at handling the scrutiny and visibility that come with managing a high-profile organisation or event
- **Innovative Thinker:** Not afraid to take risks and to make choices to achieve their goals and solve problems based on their ability to think laterally and beyond traditional boundaries





The 2026 Games Organising Company is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.

The OC is a disability confident employer which means we guarantee to interview anyone with a disability who can provide evidence, in their application, which demonstrates the level of competence and required core experience, mentioned above.

We are also able to provide reasonable adjustments throughout the recruitment process, as appropriate.





Remuneration

This role offers a competitive salary and benefits package.

The Recruitment Process

The recruitment for this position is being managed by our advising consultants, Livingston James.

Livingston James will conduct initial conversations prior to discussing candidates with the 2026 Games Organising Company.

Interested candidates should provide a tailored CV and covering letter, outlining their interest and suitability, to Glasgow2026@livingstonjames.com.

