

Athletics Ireland: Director of High Performance

Athletics Ireland wishes to appoint a Director of High Performance

Working Context

This senior fulltime position within the organisation will involve overall responsibility for the direction and implementation of high performance with a particular focus on Coaching. The position will be based at Athletics Ireland, headquarters in Dublin and will include extensive travel both nationally and internationally.

The Performance Director will report to the Chief Executive Officer. On a monthly basis he/she will report to the High Performance Committee.

Athletics Ireland is the National Governing Body for the sport of athletics (track & field and cross country). In the last 10 years the organisation has moved to a professional structure and continues to progress objective to become an internationally recognised world class organisation.

The responsibilities of the Performance Director will include

- To Develop and Implement a strategy to deliver a world class high performance programme of support to talented Irish athletes.
- To develop a structure that supports and enhances the execution of Athletics Ireland's vision for high performance.
- To build upon an existing coaching structure that becomes sustainable and progressive and impacts on High Performance coaching in all event disciplines.
- To develop a best practice model for the provision of Coaching, Science Medicine and Lifestyle support to high performance athletes on the Athletics Ireland high performance programme.
- Lead the design and implementation of a development pathway for talented Irish athletes.
- To identify, source and establish high performance centres to facilitate the high performance preparation needs of Irish high performance athletes.
- Lead the selection of support staff, including coaches, for all major championships.

General

- The candidate will have extensive experience in international athletics at senior management level and will have led athletes, coaches, science and medicine professionals through all levels of international performance.
- Have extensive experience of developing high performance strategy and structure that have led to international success on the world stage.
- Have a highly informed understanding of the challenges facing Irish athletes across the range of key events.

- The candidate will not take on any other commitment, sport or otherwise that would be considered to conflict with the commitment required to deliver this role.

Management

Be an advocate for change by creating and driving a World Class environment and medal winning culture across the high performance programme through building of strong relationships with all key stakeholders including personal coaches, management, administrative and expert support personnel.

Develop all key processes critical to the effective best practice management of the high performance system.

- **Further develop** and implement a high performance coaching structure.

Develop an interview and selection process to enable Athletics Ireland to identify and select high calibre sports science and medicine professionals to support Irish elite athletes.

Direct the management of Science and Medicine support staff.

Design the high performance plan and establish the budget in line with available investment. The Director of High Performance has direct responsibility for ensuring the high performance programme stays within its budget parameters as defined within the high performance plan.

Develop performance review processes for athletes, coaches, science and medicine support staff.

Have strategic and direct management responsibility for the personal development programmes for high performance support staff and work closely with the Institute of Sport to develop this area.

Lead and direct an expert innovative sports science and medicine support structure by working closely with the Institute of Sport and/or other recognised world class service professionals.

Work closely with Sport Ireland to continue strong relationships that impact continued commitment to high performance investment.

Ensure that Sport Ireland Anti-Doping guidelines are integrated and understood by all those involved in the high performance programme.

Lead by example and ensure that all members of the performance team, represent at all times the standards required to hold Athletics Ireland in the highest regard by all key stakeholders.

The above list is not considered as exclusive or exhaustive, as there may be other duties and requirements commensurate with the post of which the incumbent may be required to perform from time to time.

***Performance Director Athletics Ireland
Knowledge, Experience and Person Profile***

Essential	Desirable
<p>Qualifications A relevant qualification plus extensive management experience in a high performance sport/ Elite Coaching environment</p> <p>A relevant qualification plus relevant coaching experience in sports coaching, management and sports science.</p>	
<p>Knowledge and Experience Have demonstrated success as a leader within high performance sport. First- hand experience as a coach or manager/Team Leader of international teams at major events such as European, World and Olympic Games Highly developed managerial and administration skills, including strategic planning, problem solving and decision making, budgetary control and report writing Have a comprehensive understanding of the high performance environment, including coaching, sports science and medicine, international competition and development pathways</p> <p>Have experience in coach tutoring and mentoring</p>	<p>Have experience of liaising with internal and external agencies including government sports councils, including the preparation of plans reports and investment applications Demonstrated ability to manage performance groups in high stress sport situations</p>
<p>Behavioural Competencies and Qualities Be skilled in engaging stakeholders and compelling change, with vision and passion for excellence, to set and achieve goals in a high performance environment Highly developed communication and presentation skills Excellent team leadership skills with the capability to manage and inspire all employees within the Athletics Ireland high performance team Well developed active listening skills showing an ability to take direction as well as to direct Outstanding commitment to the sport of athletics and the Olympic Ideal Dynamic and enthusiastic leader with vision and ability to develop strategic goals and implement them High level drive and determination to succeed</p>	<p>Ability to think ‘outside the box’ and recognise potential Appreciation of and commitment to mandatory aspects of child protection policy, health, safety and welfare in all matters Willingness to work irregular hours and travel extensively within Ireland and overseas, with overnight stays and weekends A commitment to your own continued and innovative development and a complete commitment to the goals of Athletics Ireland</p>

Essential relationships

- Athletes
- Athletics Ireland Board
- Athletics Ireland CEO
- High Performance/Coaching Chairs & Committee
- Sport Ireland
- Sport Ireland Institute of sport
- SINI (Sports Institute of Northern Ireland)
- Olympic Council of Ireland
- International governing bodies (EAA/IAAF)
- Coach Mentors
- Personal Coaches