



## POSITION INFORMATION

### PATHWAY STRENGTH & CONDITIONING LEAD

#### ABOUT HIGH PERFORMANCE

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Athletics Ireland is the National Governing Body for Athletics in Ireland. Athletics Ireland's Head Office is based at 19 Northwood Court, Northwood Business Campus, Santry, Dublin 9. Athletics Ireland is a company limited by guarantee with approximately 35 employees. The core purpose of Athletics Ireland High Performance Programme is to create a National High Performance (HP) Programme that is unique to the sport and will maximize Irish athletes' potential to succeed on the international stage. The High Performance Programme is responsible for providing leadership and management to elite athletes and coaches. For more information visit: [www.athleticsireland.ie/high-performance](http://www.athleticsireland.ie/high-performance)

#### ABOUT THE ROLE

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The Performance Pathway Programme is committed to identifying and developing talented young athletes, ensuring they are physically, mentally, and technically prepared to progress into high-performance sport. A critical gap currently exists in the delivery of structured, **age-appropriate Strength & Conditioning (S&C) support**.

**Job Title:** Pathway Strength & Conditioning Lead

**Reports to:** Performance Pathway Manager

**Purpose of Role:** We are seeking to employ a **part-time Strength & Conditioning specialist** who will:

- Deliver a **regional S&C programme**
- Develop and implement a series of **age-appropriate & event-specific S&C testing protocols** for use by pathway coaches.
- Lead S&C education and delivery, primarily via **performance camps** and **pathway training days** held during midterm breaks and school holidays.

This role will provide consistent, evidence-based physical preparation for athletes while upskilling coaches in best-practice S&C methods for the age & development stage of their athletes, creating long-term benefits for the pathway and athlete development.

#### BACKGROUND AND RATIONALE

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Athletic development is underpinned by effective physical preparation. Without structured S&C input:

- Athletes face a higher risk of **injury** due to underdeveloped movement patterns and strength imbalances.
- Performance potential is reduced through limited gains in **speed, power, agility, and resilience**.
- Coaches lack consistent frameworks and tools to monitor and develop athletes' physical capabilities.

Currently, S&C support within the Performance Pathway is limited and inconsistent, & in some instances, delivered by S&C personnel in Gym settings with little or no discussion/consideration given to overall training load of the athlete. By appointing a dedicated part-time S&C specialist we can embed a consistent system which is part of, not outside of, the athlete's overall training plan and ensures athletes across all regions benefit from expert guidance.

## CONTRACT AND TIME COMMITMENT

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Part-time position: Approximately 74 days per annum

Expected allocation includes:

- Delivery of a regionalized S&C programme, working with key coach/athlete pairs in each of the regional hubs
- Attendance at two Performance Pathway Camps abroad
- Delivery at Performance Pathway Days
- Program planning, reporting, and athlete monitoring time

The role will require some evening and weekend work and some national and international travel.

## KEY DUTIES / RESPONSIBILITIES

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- Lead, in conjunction with the Performance Pathway Manager, the planning and implementation of regional S&C provision for identified pathway coach–athlete pairs.
- Serve as the primary S&C point of contact for supported pathway athletes and their coaches within the Performance Pathway Programme.
- Plan and deliver S&C contact time at regional hubs, pathway training days, and domestic and overseas training camps.
- Design, implement, and oversee age-appropriate, sport-specific S&C testing and monitoring protocols for pathway athletes.
- Monitor physical development, readiness, and performance trends of high-performing pathway athletes.
- Maintain accurate, timely records of S&C plans, testing, monitoring, readiness, and performance reviews for all supported pathway athletes, in accordance with Athletics Ireland High Performance governance standards and data protection requirements.
- Develop and review individualised annual S&C plans for identified pathway athletes, aligned with competition calendars and training loads.
- Provide technical S&C guidance and support to coaches, ensuring interventions are appropriate to the athlete's stage of development.
- Conduct quarterly and annual performance reviews with supported athlete–coach pairs, contributing to pathway decision-making.
- Contribute to the development of athlete-centred, coach-driven multidisciplinary support teams across Performance Pathway performance services.
- Deliver formal and informal S&C education to Performance Pathway Coaches.
- Actively contribute to the culture, values, and professional standards of the Performance Pathway Programme.
- Undertake other duties as reasonably assigned by the Performance Pathway Manager.

## KEY SELECTION CRITERIA

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### Key Attributes and Capabilities

- Demonstrated ability to design and deliver long-term, age-appropriate S&C program aligned with athlete development models.
- Strong understanding of physical development from youth through to performance levels, including growth, maturation, and injury risk management.
- Experience delivering S&C in multi-site or regional models, with the ability to work effectively with limited contact time.
- Ability to translate complex S&C concepts into practical, coach-friendly solutions.
- High level of competence in testing, monitoring, and interpreting physical performance data.
- Capacity to work collaboratively within interdisciplinary performance teams.
- Strong planning, organizational, and reporting skills suitable for a part-time, travel-based role.
- Ability to operate with a high degree of autonomy while remaining aligned with pathway strategy and governance.

### Relationship management and communication

- An ability to communicate clearly and effectively with a wide range of people including athletes, other coaches, service providers, in all situations.
- An ability to form successful relationships with Athletics Ireland's employees, volunteers, key coaches, service providers, etc.

- Excellent interpersonal skills and ability to work as part of a small team.

### Personal attributes

- Excellent communication and interpersonal skills, with the ability to build trust with young athletes, coaches, and parents.
- A development-focused mindset, prioritizing athlete welfare and long-term progression over short-term performance.
- Professional, reliable, and well-organized, with strong attention to detail.
- Adaptable and solutions-focused, able to work effectively in dynamic pathway environments.
- Demonstrates integrity, discretion, and alignment with the values of the High-Performance Programme.
- Willingness to work flexible hours, including evenings, weekends, and travel periods.

## QUALIFICATIONS AND EXPERIENCE

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### Essential

- Degree (or equivalent) in Strength & Conditioning, Sport Science, Exercise Science, or related discipline.
- Professional accreditation with a recognised body (e.g. UKSCA, NSCA, ASCA, or equivalent).
- Demonstrated experience delivering S&C programs to youth and developing athletes within a pathway or academy environment.
- Sound knowledge of long-term athlete development principles.
- Experience working collaboratively with coaches in a performance or talent development setting.
- Valid driving license and willingness to travel nationally and internationally.

### Desirable

- Postgraduate qualification in a relevant field.
- Experience working within a national governing body, institute, or high-performance pathway system.
- Experience contributing to coach education programs
- Familiarity with the athletics disciplines and their underpinning physical demands.
- Safeguarding / child protection certification

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity you will be required to work and with consultation can be amended in the light of the changing needs of the organization.

## HOW TO APPLY

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Applications should be emailed to the Athletics Ireland Human Resources Manager: [kieronstout@athleticsireland.ie](mailto:kieronstout@athleticsireland.ie) with the subject line of: [ATTN: PATHWAY S&C]

Please provide the following when submitting your application:

- Letter of introduction detailing skills and experience relevant to the selection criteria.
- Curriculum Vitae outlining your skills and work experience.

**Please clearly indicate in your application letter the role you are applying for.**

Deadline for receipt of applications: **Friday 13<sup>th</sup> February 2026**

Applicants should note that this job description is not exhaustive and is subject to change as required as appropriate.