**HEAD OF HIGH PERFORMANCE COACHING**

## Job Purpose

Sport Ireland considers high performance coaching as a priority area for development and improvement across the National Governing Body (NGB) sector. Per Sport Ireland’s High Performance Strategy 2021-2032, coaching is recognised as a key enabler to achieving the ambitious objectives at Olympic and Paralympic Games. The person appointed to this role will be tasked with delivering on the High Performance Strategy’s coaching objectives and KPIs relevant to *Strategic Pillar 3: World Class Coaching & Services.*

The role will give recognition to the work achieved since 2021, which will involve advancing the delivery of the High Performance Coaching Plan and establishing any new policies, programmes and initiatives required. This is a key leadership position within Ireland’s high performance system. The role-holder will report to the Senior Director for High Performance & NGBs and form part of the Sport Ireland High Performance Unit.

## Duties & Responsibilities

The role holder will deliver on the following principles set by Sport Ireland for high performance coaching:

* “Grow our own” – Create an environment which targets and highlights talented Irish coaches and supports their growth and experiences, which will result in more Irish coaches capable of leading high performance sport in Ireland.
* Ensure that coaching is valued, promoted, and seen as crucial in each NGB to ensure success and the development of its people.
* Create an aligned high performance coaching community and be an advocate for coaches working in Ireland
* Develop an environment were planning, performance management and debriefing are core aspects in each sport.
* Lead the collaboration across internal business units to ensure a cohesive and aligned approach towards coaching

The specific duties and responsibilities for the role holder are as follows:

* Lead the delivery of objectives relevant to coaching as identified in Sport Ireland’s High Performance Strategy
* Lead the delivery of the High Performance Coaching Plan in collaboration with NGBs.
* Manage the budget set aside for that business plan ensuring adherence to established financial controls
* Identify and provide targeted interventions within ‘priority’ sports which will lead to improved results over the short-term
* Collaborate with Sport Ireland Coaching to achieve improvements in the coaching pathway over the long-term
* Develop new initiatives in the specific area of Olympic and Paralympic coaching
* Collaborate with Sport Ireland Institute and Sport Ireland Coaching to ensure alignment of approach and vision for high performance coaching
* Lead on the development of key partnerships between Sport Ireland and other agencies including Sport Northern Ireland and 3rd level institutions
* Ensure personal knowledge and awareness of all matters relating to High Performance Sport

**Essential Requirements**

**Qualifications**

* The post-holder will be academically strong with at least a primary degree and preferably a post-graduate qualification.
* A Coaching qualification related to a specific sport that is Internationally recognised

**Person Specification**

The post-holder will be expected to have at least five years’ experience in high performance coaching with a significant portion of that experience in a strategic or senior management capacity. It is preferable, but not a requirement, that the post-holder will have experience within Olympic and Paralympic sports.

The post-holder will have:

* A high level of experience and understanding of high performance coaching
* A high level of experience and understanding of high performance sport policy and practice
* Experience in implementing and monitoring strategies and programmes
* Broad knowledge of sports environment (policy, provision and practice) both nationally and internationally
* The ability to operate effectively at strategic and policy levels and to contribute analytical depth to Sport Ireland’s strategy and policies
* A sound understanding of sport and the local and national infrastructure that influence sport including working in a public sector environment
* Experience in dealing with complex issues and the ability to manage these effectively and to a high level
* Well-developed skills in listening, communicating and negotiating
* The knowledge and experience to lead diverse activities through effective management systems and a sustained focus on long-term goals
* Excellent people skills evidenced through the ability to lead and motivate expert teams and to bring energy and focus to a disparate professional staff cohort
* An openness to innovation and new approaches to meeting challenges

The post-holder will have a track record of significant relevant achievement which should include:

* Proven ability to contribute to the development of strategies and the subsequent delivery of outcomes
* Evidence of excellent abilities in general management
* Evidence of the effectiveness of sophisticated communication skills capable of influencing and negotiating at all levels within a large organisation and with key external stakeholders (both nationally and internationally)

**Additional Information:**

Contract: Agency 3 years

Salary: Negotiable

Location: Blanchardstown, Dublin 15

**Application is by CV to** [sportirelandjobs@orangerecruitment.ie](mailto:sportirelandjobs@orangerecruitment.ie) **by 5pm on Friday 4th November 2022**