



Performance

# SWIM IRELAND NATIONAL PERFORMANCE DIRECTOR

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**JOB ADVERTISEMENT  
(AND INCLUDING JOB DESCRIPTION)**

November 2025

***LEAD HIGH PERFORMANCE.  
INSPIRE EXCELLENCE.  
SHAPE THE FUTURE.***

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Are you a visionary leader with a passion for high performance, teamwork, and empowering others? Do you thrive on building winning cultures and want to shape the future of aquatics in Ireland? Swim Ireland is seeking a dynamic National Performance Director to join our team to lead our Performance Programme and help us continue to achieve international excellence in aquatics.

## **ABOUT SWIM IRELAND**

Swim Ireland is the National Governing Body (NGB) for Swimming, Water Polo, Diving on the island of Ireland. Swim Ireland's Head Office is based at Irish Sport HQ, Sport Ireland Campus, Blanchardstown, Dublin 15. Swim Ireland has circa 90 employees.

Swim Ireland's remit as a Governing Body is wide, covering grassroots participation, clubs, competitions, aquatic sports, regulation, promotion, pathway and performance. This is an exciting time for Swim Ireland with the Government committed to a National Swimming Strategy and for the first time in its history Swim Ireland is sitting amongst the top sports in Ireland in relation to performance. We are committed to and will continue to work towards an environment where every athlete, coach, staff member and all on the team feel valued, their voices heard, and their contributions respected. We want to strive for further success while emphasising empowerment, well-being, ensuring the pursuit of excellence is rewarding and sustainable. With the organisation continuing to grow and develop with a very strong ambition for further success this is an exciting time to be part of Swim Ireland and Irish Swimming/Aquatics. For further information, please see our website at [www.swimireland.ie](http://www.swimireland.ie).

# TEAM IRELAND

## THE OPPORTUNITY

### As National Performance Director, you will:

- Deliver on current strategy for Olympic, Paralympic, World and European success and design sustainable strategies for future performance cycles
- Lead, inspire and develop a talented team of coaches and athletes
- Champion athlete and staff wellbeing, empowerment and development
- Build strong partnerships with key stakeholders internally and externally
- Drive innovation in performance, clubs and performance pathways
- Contribute to Swim Ireland's strategic vision and culture

## WHAT WE'RE LOOKING FOR

- Proven leadership in high-performing organisations
- Experience managing people, budgets, and partnerships at a senior level
- A track record of building positive, values driven cultures
- Passion for athlete development, wellbeing and high standards
- Outstanding communication and relationship building skills
- Demonstrated expertise of performance sport

## DETAILED JOB DESCRIPTION

### BACKGROUND

As part of our strategic plan, the following key performance drivers have been identified:

- International performance. A compelling and coherent plan for Olympic, Paralympic, World and European championship success. The plan fosters an effective and sustainable network of centres, clubs, coaches, and practitioners working together to support the ambitions of the PP.
- Targeted initiatives to enhance our performance system. The collaboration of key internal and external stakeholders to create initiatives to further the goals of the PP. This includes team management practices, athlete welfare and wellbeing, monitoring, innovation, competition calendar, and carding.
- Improve the progression of potential high-performance athletes. Programmes to maximise the potential of athletes to achieve PP standards. This involves: high-quality, tailored training programmes; coherent methodology and technical models; and other relevant supports.
- Improve club performance programmes. A culture in club-based programmes that increases the number of podium-potential athletes and improves their performance progression.
- Develop Swim Ireland performance coaches. Further evolve the existing programme to support the continued development and improvement of, and create opportunities for, Swim Ireland coaches to gain the necessary expertise and experience to work at the highest level.
- Supporting Swim Ireland's commercial partnerships. The Swim Ireland PP culture is aligned to, and supports, Swim Ireland's strategic media engagement and commercial partnerships, contributing to Sport Ireland's strategy of self-sustaining national governing bodies.

### JOB PURPOSE

Leadership of the Swim Ireland Performance Programme (PP) to include Swimming, Para Swimming, Diving & Open Water Swimming.

### Performance Team Management & Leadership

- Lead the Performance programme for international success in Olympic and Paralympic Games and deliver annual, four, and eight-year performance targets (for swimming, open water swimming para swimming and diving).
- Foster and exemplify a culture of sustainable success, through an unequivocal commitment to athlete, coach and staff wellbeing and individual empowerment.
- Lead and manage athletes, coaches and, as appropriate, service providers, and support them in development and growth opportunities.
- Manage the Performance Programme budget, including funding applications, cost-benefit analysis, financial forecasting, and compliant budget management aligned with Sport Ireland and Sport NI requirements.
- Lead in the application of evidence-based coaching and support across programmes (science, and medicine, performance and data analysis equipment, research and innovation, talent development, lifestyle, and welfare support).
- Represent Swim Ireland in matters relating to Performance including interaction with the media.
- Develop a longer term vision with regard to the national training centres and ensure in the meantime the highest standards in operations and development.
- Contribute to, and help implement, Swim Ireland's strategic vision.
- Lead representative teams at World Championships and Olympic and Paralympic Games and other international events.
- Provide direct line management to designated staff, fostering a culture of continuous professional development and actively mentoring team members to support their growth and maximise their potential within the organisation.
- Participate in bi-annual performance reviews and drive one's own professional development, proactively identifying learning opportunities and committing to ongoing personal and professional growth.

## **Key Relationship Management Requirements**

- Strong, open relationships with athletes, coaches, and other practitioners, building a foundation of trust, collaboration, and long-term development to drive consistent success and excellence in performance.
- Lead strong relationships with key internal and external partners and stakeholders who contribute to the success of performance objectives and programmes. Key relationships include athletes, coaches, Sport Ireland, Sport NI, Federation of Sport, Olympic Federation of Ireland, Paralympics Ireland, and Institutes of Sport, European Aquatics and World Aquatics.
- Lead relationships with external bodies connected with the world of international aquatics, expressly – but not limited to – World Aquatics.
- Maintain relationships with commercial partners, fulfilling agreed contractual obligations and contributing to future activation plans.
- Contribute to the strategic direction of the wider Swim Ireland activity.

## **National Teams, National & Regional Programmes & National Centres**

- Develop effective, fair and transparent team and programme selection policies, and professional standards across all programmes, ensure communication of, and consistent adherence to, these policies, and provide appropriate and regular feedback to athletes, coaches and others involved in the system.
- Through research, innovation, and reflection, ensure optimal practices in athlete selection, classification, and individual planning.
- Ensure continued focus on and investment in team health, wellbeing, safeguarding, and anti-doping standards.
- Ensure feedback, monitoring and accountability is a key facet of how the programmes and the teams operate.
- Develop, drive and ensure the delivery of the National Centre programmes in line with appropriate and agreed performance and cultural expectations
- Ensure the pathway into the national training centres for aspiring athletes is clear, and that transitions are carefully and considerately managed.
- Oversee and implement a transparent system in relation to the appointment of coaches and practitioners to work with the National Programme athletes and teams.
- Oversee and work with those who lead on the development and implementation of the Regional Programme and the Regional Swimming Club Cluster Plan, including oversight for the creation and publication of associated criteria.

## Essential Experience/Competencies

### Experience

Sustained values-based leadership in one or more high-performing organisations, demonstrating the ability to: i) develop, inspire and manage teams; ii) make informed decisions; iii) foster and maintain an appropriate and healthy culture; and iv) develop and deliver projects successfully and sustainably.

- A leadership role, with a minimum of seven (7) years experience, including the management of people, within high-performance sport or a comparable high-consequence sector/organisation; of which three years should be at a senior level.
- Evidence of developing and leading a sustainable performance culture that delivers both competitive outcomes and high standards of athlete, and staff, wellbeing.
- Experience of and expertise in high-performance sport and systems at international and national level; experience and knowledge of the sport of swimming is desirable, but not essential.
- Proven experience in budget management, including strategic financial planning, cost-benefit analysis, and funding/grant applications.
- Comprehensive understanding of the interrelationship between coaching, sport science and medicine, and technology/innovation.
- Proven record of working with multiple partners, stakeholders, and volunteers to achieve success – including working with public funding agencies and corporate partners, media partners and sponsors.



## THE DETAILS

### **Reporting structure and Location:**

The NPD's base will be in Irish Sport HQ on the Sport Ireland Campus in Dublin, with a requirement to travel regularly within the whole of Ireland and abroad.

The NPD is a key member of the Swim Ireland Management Team, reporting directly to the CEO.

### **Hours of Work:**

An initial position tenure of a 4-year fixed-term full-time contract. This will involve a minimum of 39 hours per week and may include working outside normal office hours at evenings, weekends and on Public Holidays

### **Remuneration:**

Competitive remuneration package will include a salary commensurate with qualifications and experience.

### **Requirements:**

- Eligibility to work in Ireland on a full-time basis
- Full, clean driving license and access to vehicle essential
- Satisfactory Safeguarding, vetting and reference checks.

### **Application Information:**

- Applications should be made for the attention of [apply@eppglobal.com](mailto:apply@eppglobal.com) and should include a Cover Letter and current CV.
- A candidate briefing/support pack giving you further information and guidance on the role and the selection process will be available.
- If you have any questions or would like a confidential discussion about the role/before applying, please email Beth Mucci, [beth@eppglobal.com](mailto:beth@eppglobal.com)

### **Relevant Dates**

- Closing date for applications is 30<sup>th</sup> November 2025
- First round Interviews will be held online on Tuesday, 16<sup>th</sup> December 2025.

Swim Ireland's selection process aims to ensure that we get the right people recruited into the right role. We want to ensure that you have the best opportunity to display your skills and experience. Swim Ireland has identified Core Values that we consider to be integral to delivering exceptional service to our stakeholders. These Core Values are

- Skills, Professionalism, Knowledge
- Wellbeing & Inclusivity
- Integrity and Excellence in Governance
- My Passion, Our Vision
- Teamwork & Collaboration

At Swim Ireland, we are dedicated to building a diverse, inclusive, and authentic workplace, so if you're excited about this role but your experience doesn't align perfectly with every element in the job description, we encourage you to apply anyway. You may be just the right candidate for this or other roles. Swim Ireland is an Equal Opportunities Employer.



**SWIM  
IRELAND**