



## POSITION INFORMATION

### PERFORMANCE COACHING EXPERTISE

Expressions of interest are sought for Performance Coaching Expertise. The Athletics Ireland High Performance system continues to evolve and excel. To further support our HP athletes and HP coaches we wish to employ additional performance coaching expertise with global medal success as described below. We note that dependent on the expertise available both full time and part time contracts will be considered.

#### 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. 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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Athletics Ireland's High Performance Strategy 2022-2028 highlights performance coaching in our sport as a key area for investment and critical to continued and enhanced success.

Key actions identified in strategy include:

- Integrating medal-winning expertise and global credibility into our domestic coaching eco-system.
- Appointing event-specific technical expertise in the event groups with a proven track-record of success on the global stage whose key remit will be to steer the technical development of personal coaches of priority performance and pathway athletes through thorough engagement and check-and-challenge.
- Enhancing the capacity of the Pathway Programme through recruitment of event-specific expertise who will facilitate enhanced interaction with coach-athlete units from an early stage.
- Collaborating with all stakeholders to develop high-quality coaching structures that will benefit the performance environment and culture and the achievement of our targets on the international stage.

Athletics Ireland made significant progress in the Paris cycle in these areas and are now seeking expressions of interest from suitably qualified candidates with the experience, expertise and capacity to further deliver on these objectives.

Role: Performance Coaching Expertise

Reports to: Athletics Ireland Performance Director

Details:

- The position(s) will be Dublin based, with time required to be spent at the head office of Athletics Ireland (AAI), and at Sport Ireland Institute (SII).
- The position(s) will incorporate the need for weekend and evening work and international/national travel.
- Candidates should have a strong background in performance coaching and should have a thorough understanding of the sport across the event-groups at Development through to Performance levels.

#### KEY DUTIES / RESPONSIBILITIES

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- Specific practical experience and track-record coaching to global medal success.
- Science and evidence driven approach to long term development of athletes.
- Experience with event-specific WITTW modelling at all stages of athlete development across the event groups.
- Experience in developing Talent ID systems and strategy
- Ability to engage with key service providers to optimise performance services delivery and enhance identification and monitoring systems.
- Understanding of unique landscape of Irish athletics, including coaching context and relationships with other sports.
- Ability to provide comprehensive guidance and support to key identified pathway athletes and their personal coaches who are tracking towards success on the global stage.
- Experience managing and developing coaches, with a focus on identifying knowledge gaps and creating resultant development plans.
- Willingness to engage in regular planning meetings with retained coaches.
- Contribute to the development of a positive performance-focussed daily training environment.
- Contribute to the design and implementation of event-specific individualized training programmes.
- Where appropriate and relevant, provide technical instruction to coach-athlete pairs.
- Provide mentorship and support to developing coaches.
- Contribute to development and delivery of review, debrief and planning processes for coaches and athletes with a focus on continuous improvement.
- Work closely with other coaching staff, sports scientists, and medical personnel to ensure a holistic approach to athlete development.

## KEY SELECTION CRITERIA

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### **Key Attributes and Capabilities**

- Hold a minimum of World Athletics Level 4 Coaching Certification or equivalent.
- Thorough understanding of the sport of Athletics at Performance levels with experience in leadership roles in a high performance coaching environment.
- High-level written and verbal communication skills.
- Strong IT skills.
- Excellent project management, time management, planning, and reporting skills.
- Detail oriented.
- Capable of displaying strong leadership in all situations.

### **Relationship management and communication**

- An ability to communicate clearly and effectively with a wide range of people including athletes, 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**

- Ability to work under pressure and meet tight deadlines.
- Self-motivated with the ability to work independently.
- Ability to solve problems and think creatively.
- Demonstrated ability to maintain confidentiality.

*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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Deadline: 5pm on Friday November 29th 2024

Expressions of Interest should be emailed to [Athletics Ireland HR](#).

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.