

Triathlon Ireland

Performance Director

Department:

High Performance

Job based at:

Sport Ireland Campus, Dublin

Budget responsibility:

Circa €500k per annum

Reports to:

CEO

Contract/remuneration:

Remuneration package tailored to attract world class candidates.

Role Description

Triathlon Ireland is the National Governing Body for Triathlon in Ireland. Our HQ is based at Sport Ireland Campus, Dublin.

The appointed Performance Director will take ownership of the strategic leadership and delivery of the High Performance programme, and all elements related to High Performance contained in Triathlon Ireland's 'Transform, Together 2021-28 Strategic Plan'.

The Performance Director will report to the Chief Executive Officer and will form part of the Executive Leadership Team. The role will also engage with Triathlon Ireland's newly formed, expert led, High Performance Committee and the Triathlon Ireland Board.

This is an exciting opportunity to join a dynamic, forward looking National Federation, with full ownership of the transformation of a National Performance Programme.

Key Responsibilities

System Development

- Create a climate and high-performance culture which promotes team cohesiveness and identity.
- Implement the recommendations of Sport Ireland's Tokyo Review in Year 1.
- Maintain strong links with World and Europe Triathlon on performance issues.
- Lead and support key performance staff to ensure the performance trajectory of athletes is positively impacted by the delivery of integrated technical services.
- Work with key performance staff to ensure the implementation of robust talent pathways that supports the identification, recruitment and development of athletes for both the Olympic and Paralympic programmes.
- Ensuring an inclusive environment with consultation and dialogue at its core is a key priority for the organisation.

Team Management

- Maintain a high-quality performance management system including regular performance reviews and feedback, and the development of personal and professional development plans for all full-time performance staff.
- Ensure high quality SMART goals for each member of the team with all performance department staff having work programmes at an appropriate level of detail.
- Ensure recruitment of high quality coaches and support staff and that all staff/contractors have appropriate contracts of engagement.
- Undertake Team Leader duties for Major International Competitions.

Athlete Development

- Support a programme to develop and implement bespoke coach development opportunities that support high performance and potential high performance coaches to optimise the performance of their athletes.
- Oversee training, preparation and competitive schedules with Performance staff, and monitor outcomes and associated interventions.
- Oversee all elements of athlete management and communication.
- Maintain open and honest relationships with programme athletes.

System Governance

- Prudently manage all financial aspects of the role and effectively prepare, monitor, and manage budgets.
- Develop and maintain strong relationships with key external stakeholders contributing to the key objectives of performing at the Olympic and Paralympic Games, World Championships and other key events.
- Ensure all required reporting for funding partners, OFI and PI are completed to an exceptional standard, on time and in collaboration with the staff team.

Partners

- In partnership with Marketing Lead, work to develop an identity and profile for triathlon at all levels via media opportunities, attendance at competitions and wherever possible at cross sport forums/seminars etc.
- Contribute as a member of the Triathlon Ireland Executive Team to the wider issues of the Federation
- Build a strong relationship with TI Development Team, engage and influence Development Programmes.
- Maintain and develop partnerships with key stakeholders, including Sport Ireland, Sport NI, Performance Institutes, OFI, Paralympics Ireland.

Person Specification

- A background and recent experience of leading a team operating in elite sport- demonstrating highly developed leadership and management skills with a proven record of establishing a culture of performance management, collaboration, team working, innovation and support.
- Expertise in high performance sport essential, strong knowledge of triathlon would be advantageous.
- A comprehensive understanding of coaching, international competition & talent pathways.
- Experience of managing substantial budgets.
- Evidence of establishing a performance vision, culture and systematic approach to performance - enhancing a culture that puts athlete welfare at the core of all decision making.
- Integrity and personal values beyond question in delivering performance outcomes ethically.
- Positive approach to dealing with challenging issues.
- Protects confidential information, adheres to the company's policies and demonstrates loyalty to the company.
- Strong decision maker with high determination to succeed.
- Excellent relationship building and communication skills – communicates effectively, clearly and confidently in written, verbal and electronic forms.
- Experience in delivering performance reports to a broad range of stakeholders, including HPC, Board, funders etc.
- Computer literate, including G Suite products.
- Excellent Communication and influencing skills with Coaches, Athletes, Staff and Stakeholders.
- Demonstrable track record of stakeholder partnership success and evidenced ability to secure additional resource.

Other requirements

- Able to work away from home as role requires weekend working, irregular hours and significant travel abroad.
- Able to travel independently (mileage allowance will be paid for business use).
- Be eligible and willing to work in Ireland on a full-time basis.
- Full unrestricted drivers' licence and sound driving record.

Apply with CV and cover letter outlining why you are an outstanding candidate for this exciting role to hr@triathlonireland.com. For an informal conversation or further enquiries, please contact **Darren Coombes** through ceo@triathlonireland.com.

Closing date for applications is Monday, 20TH December, 2021.



Triathlon Ireland is an Equal Opportunity Employer.