



Director of High Performance - Triathlon Ireland

About Triathlon Ireland

Triathlon Ireland (TI) is the all island National Governing Body for Triathlon, Duathlon, Aquabike and Aquathlon, as recognised by Sport Ireland and Sport NI.

TI is responsible for promoting, encouraging and advancing the sport of triathlon at all levels throughout Ireland. This is done through providing membership benefits such as insurance, sanctioning official events/races, encouraging and developing coaches and technical officials, and promoting the sport to all levels of ability – from the newcomer to our Olympians.

Triathlon (Standard Distance and Team Relay) and Paratriathlon (currently three classifications) are both included Sports within the Olympic Games/Paralympic Games and as an all island governing body we also oversee the Triathlon Team for the Commonwealth Games. Triathlon Ireland Elite Teams have been represented at all major games since London 2012.

Elite High Performance is an important, integral part of the Strategic Plan for Triathlon Ireland

The TI offices are currently located in Kilmacanogue Co. Wicklow, although it is hoped that we can move to Sports Campus in Abbottstown, Dublin later in 2017.

Standard office hours are Monday to Friday 9am – 5.30pm, and some out of hours work may be required. As such, flexibility in working hours will be required from and will be extended to the suitable applicant.

Job Title:

Triathlon Ireland - Director of High Performance.

Reports:

Directly to the CEO of Triathlon Ireland.

Line Management:

The Performance Director is responsible for the High Performance Team (elite and para-elite) and acts as the head of the Performance Unit.

Direct reports will include the Para Elite and Elite Head Coaches and all coaching/sports science support staff plus the logistics and administration team.

Contractual Terms

This is a permanent full time role.

Salary Range:

€60,000 - €75,000 (on target earnings including performance related bonus) depending on knowledge and experience.

Purpose of the Role.

1. To inspire, lead and support athletes and coaches across the sport of Triathlon in Ireland, the role is pivotal, quality assuring and creating a world class environment for coaches and athletes to develop in.
2. Priority area is to strengthen the performance pathway between the junior programme and under 23 senior transition programmes, while also supporting the senior athletes with individual preparation to maximise Olympic and other major games qualification and medal opportunities.

Logistics.

1. The role will require considerable travel and also agreed scheduling of meetings at the Triathlon Ireland head office.
2. The role is an all hour's agreed contract, meaning that the candidate will be expected to work, weekends and outside the agreed contracted hour per week.
3. The role will require extensive domestic and international travel

Key Duties.

1. Provide leadership and support to maximise medal winning opportunities and develop the operational plan and programme to deliver the goals as set out in the TI Strategic Plan.
2. Provide leadership and support for the National Elite and Para Elite Coaches and coaching staff and sports science support personnel.
3. Provide coaching support for athletes in preparation and also the competition environment.
4. Maximise preparation, training camps and competitions within the constraints of the TI budget.
5. Implement service provision for squad athletes and at all camps and competitions.
6. Implement athlete service support around all project based athletes.
7. Develop a strong working relationship with all personal coaches across the performance unit.

8. Develop strong working relationships with key stakeholders such as the Sports Institutes, TI Board, Sponsors and Funding Partners.
9. Work closely with the HP logistics support team as part of the planning, preparation and athlete competition programmes.
10. Provide leadership and implement a strategy for Irish athletes to maximise their qualification potential and ability to win medals at ITU/ETU major championships, Olympic and other major games.
11. Implement National Testing Protocols.
12. Responsible for reviewing all areas of performance.
13. Lead on all funding applications, review meetings, providing evidence based support in line with the current KPIs set by the TI and funding partners.
14. Other duties as and when directed by the Board or the CEO

Areas of Responsibility

1. Working with the CEO to lead the Elite and Para Elite High Performance Programmes
2. To lead motivate and inspire Triathlon Ireland athletes and coaches, particular focus on adding value to the performance management process around individual athletes both senior and junior development .
3. To act as the technical lead on all coaching matters concerning triathlon, providing very sports specific knowledge based on the latest technology, review with evidence based information.
4. Assist and manage in the overall responsibilities for all Triathlon Ireland performance initiatives, programme planning, programme preparation, selection policy, staffing and support staff requirements
5. Contribute and develop a support service network that is integrated into the coaching network across all areas of the performance programme.
6. Contributing to the leadership and management of the coaching team.
7. Implement and design national testing protocols for the all areas of the performance programme.
8. Lead in all strategic performance planning
9. Lead and help develop funding submissions and ensure funding partner requirements are met.
10. Leading on all athlete reviews, making recommendations for investment in line with the current carding standards.

11. Identify and prioritise key competition opportunities for all programme athletes.

Coaching /Technical Lead

1. Actively engage in triathlon endurance education and personal development
2. Oversee Coach (training plans, workouts) to deliver individual coaching support.
3. Liaise with delivery partners, and athletes their coaches and build athlete support teams, both individual and team based.
4. Oversee the preparation and deliver the yearly training and competition plans for all senior and Under 23 development athletes, supporting coaches and athletes.
5. Lead at all national championship events, training camps, competitions and preparation camps.
6. Invest in supporting young emerging talented coaches; create a mentoring system for potential performance coaches.

Key Skills and Requirements

Coaching Capabilities.

1. Extensive knowledge of High Performance Systems with 5 or more years of progressive coaching experience working directly with endurance athletes at international level.
2. Demonstrate the ability to transition athletes through the performance pathway up to elite level.
3. Demonstrate an understanding of leading an integrated sports science and sports medicine support team.

Relationship Management and Communication.

1. Implement clear and effective communication across a wide range of people.
2. Have the ability to form successful relationships within in the organisation as a TI employee with staff, key coaches and major stakeholders.
3. Must have excellent interpersonal, planning and presentation skills.
4. Demonstrate a high level of emotional intelligence when dealing with people.
5. Actively be able to demonstrate a high level of understanding of the world governing body (ITU), rules, and all qualification processes.

Personal Attributes.

- Ability to work under pressure.
- Relevant qualifications.

- Experience in High performance sport.
- Self-motivated.
- Demonstrate the ability to maintain confidentiality.
- Refined People skills
- Dedication
- Ability to work unusual/unsocial hours

