



Date - 20<sup>th</sup> June 2024

# Performance Director Vacancy

**REPORTING TO:** CEO

**BOARD POSITION:** YES

## **GENERAL OVERVIEW OF POSITION**

International Powerlifting success is at the forefront of the British Powerlifting strategic plan, international success inspires increasing standards and participation through to grass roots powerlifting.

Over recent years British Powerlifting has seen great success from our international powerlifting teams and the future of British Powerlifting talent has never looked stronger.

To nurture and develop our up-and-coming talent and to continue to attract new participants into our sport we wish to appoint a Performance Director to become the strategic performance lead for British Powerlifting.

Working closely with the CEO and other board members to develop and deliver the strategic performance plan that will lead to the future successes of British Powerlifting's lifters on the international stage.

This is a voluntary role, but reasonable agreed expenses will be paid including a mileage allowance, travel and hotel allowance for national/international team support (Open/Jnr classic teams)

## **KEY RESPONSIBILITIES**

- a. All aspects of powerlifting performance within and on behalf of British Powerlifting as determined by the Board. This shall include development and deliver of performance strategy and developing a performance culture within British Powerlifting that provides a sustainable high-performance environment.
- b. Assisting Head Coaches in the selection and preparation of international teams. This shall include both athletes and the coaching team.
- c. To update and review the current international selection policy for Athletes and Coaches.
- d. This shall include, but not be limited to:
  - i. Oversight for Squad training days up and performance clinics.
  - ii. Preparation of Selection Polices.
  - iii. Assume the role of Team Leader at designated European, World and World Games competitions.
  - iv. Monitoring the progress of international lifters and making any recommendations for required changes to technique and training regimes.
  - v. Overseeing and monitoring training programmes for international lifters.
- e. To provide management for the resources assigned to the performance programmes of British Powerlifting.
- f. Design and implement an agreed coaching strategy, leading and managing international coaches to ensure they are equipped with the right skills, knowledge and resources to optimize the performance of the lifters.
- g. Work with British Powerlifting team coaches to ensure a continuous development pathway for British Powerlifting talent.
- h. Build a culture and climate that enables British Powerlifting teams to achieve sustained success.
- i. Ability to develop and maintain strategic relationships and to build trust and confidence with key stakeholders.
- j. Commitment to strengthening collaboration across disciplines and the home nations to maximise alignment of performance pathways and lifter progression.

## **PERSON SPECIFICATION**

| <b>Requirement</b>         | <b>Essential</b>  | <b>Desirable</b>  |
|----------------------------|---|---|
| Education & Qualifications | <ul style="list-style-type: none"> <li>• Held a Performance Leadership position in a High Performance Sport for a minimum of 3 years.</li> <li>• Post Graduate Qualification or equivalent in Sport Science or a related field.</li> <li>• A Professional Strength and Condition Qualification</li> </ul>   | <ul style="list-style-type: none"> <li>• A coaching, management, sports science or business studies qualification or similar.</li> <li>•</li> </ul>   |
| Experience                 | <ul style="list-style-type: none"> <li>• A strong track record of providing inspirational Performance Leadership and Direction at a Senior Level within a High Performance Sport.</li> <li>• A strong track record of leading and coaching High Performing Teams to deliver Medal Winning Performances at Major Championships.</li> <li>• Experience of managing complex change, building a people centred culture and uniting a High-Performing Team against a common purpose.</li> <li>• Highly level experience of performance planning and aligning development support to maximise performances of athletes and staff.</li> <li>• High level analytical skills that inform clear decision making in navigating complex issues, when under pressure and in challenging situations.</li> <li>• Ability to formulate objectives and individual and team performance plans which are aligned with the sports strategic plans.</li> <li>• Leadership experience of line management of coaches and support staff, with an ability to improve team and individual performances supported by strong values and effective people management.</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of working in a Performance Leadership Coaching position in High Performance Sport that has consistently delivered medal success.</li> <li>• Coaching experience developing athletes to consistently win medals at Senior Championship Level. Preferable in Powerlifting.</li> <li>• Experience and detailed understanding of Classic, Equipped and Bench-Only and Paralympic Sport disciplines.</li> <li>• IPF International Coach Licence.</li> <li>• National/International Referee</li> </ul> |
| Skills and Knowledge       | <ul style="list-style-type: none"> <li>• Must be able to work as part of a team and have or be able to develop good working relationships with Board Members.</li> <li>• Highly developed and inspirational communication skills.</li> </ul>  |   |

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|--------------------|---|--|
|                    | <ul style="list-style-type: none"> <li>• A demonstrable ability to engage, inspire and motivate others in the development and delivery of a Vision and Performance Ambitions.</li> <li>• Highly developed and proven ability to develop people in the process of continuous performance improvement.</li> <li>• Demonstrate high degree of Organisation and Planning related to leading and implementing a High Performance Strategy for elite athlete development.</li> <li>• Resourceful, resilient and innovative thinker, with the ability to be solution focused, manage a range of people, understand performance determinants and effectively lead a diverse team.</li> <li>• Ability to balance a strategic overview with the attention to detail necessary to develop the team and individual performances aligned to team and individual goals.</li> <li>• Performance knowledge and understanding the needs of elite athletes</li> </ul> |  |
| Personal Qualities | <ul style="list-style-type: none"> <li>• Inspirational leader, with a highly developed, motivational and people centred leadership style.</li> <li>• A strong commitment to aligning ways of working consistent with the organisational values, culture and behaviours.</li> <li>• Interpersonal skills and judgement which inspire confidence and trust in athletes, staff, volunteers and stakeholders in the future direction of the World Class Programme.</li> <li>• Strong commitment to self- development and the development of others.</li> <li>• Creative thinker and excellent listener with the ability to turn ideas into action to make a performance difference in the success of the World Class Programme.</li> </ul>  |  |
| Other              | <ul style="list-style-type: none"> <li>• A full driving license, willingness to travel and occasional evenings, weekends and periods abroad.</li> </ul>   |  |

**OTHER REQUIREMENTS:**

- a. Applicants must not have anything in their background that would bar them from being a company director.
- b. The successful applicant will be required to sign a British Powerlifting Volunteer Agreement.
- c. The successful applicant will also be required to obtain and maintain an Enhanced DBS clearance.
- d. Must be or become a committed British Powerlifting Member and be/remain WADA Compliant.

Applications, along with a CV to be sent to – [james.brincat-smith@britishpowerlifting.org](mailto:james.brincat-smith@britishpowerlifting.org)