



JOB TITLE: PERFORMANCE DIRECTOR
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.

KEY RESPONSIBILITIES

- a. All aspects of powerlifting performance within and on behalf of British Powerlifting as determined by the Board. This shall include managing 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. This shall include, but not be limited to:
 - i. Setting up and running performance clinics.
 - ii. Monitoring the progress of international lifters and making any recommendations for required changes to technique and training regimes.
 - iii. Overseeing and monitoring training programmes for international lifters.

- d. To provide management for the resources assigned to the performance programmes of British Powerlifting.
- e. 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 optimise the performance of the lifters.
- f. Work with British Powerlifting team coaches to ensure a continuous development pathway for British Powerlifting talent.
- g. Build a culture and climate that enables British Powerlifting teams to achieve sustained success.

SKILLS AND EXPERIENCE REQUIRED

- a. Be professionally qualified in the field of strength and conditioning with a proven track record of success coaching elite strength athletes and developing talent.
- b. Should be fully conversant with modern nutritional methods and bodyweight control techniques.
- c. Should be fully familiar with the WADA Code, British Powerlifting Anti-Doping rules and aware of the dangers of misinformed supplement use.
- d. Be able to command the respect and trust of international lifters.
- e. Be able to communicate effectively with all levels of people involved in powerlifting including the Board.
- f. A background and recent experience of successfully coaching an international Powerlifting team to success.
- g. A comprehensive understanding of coaching, sport science and medicine, international competition and talent pathways.
- h. Strong planning and organisation skills.
- i. Experience of working with multiple partners, stakeholders and volunteers to achieve success.
- j. A commitment to safeguarding young people in a talent environment.
- k. Excellent communication and IT skills

SOFT SKILLS AND EXPECTED BEHAVIOUR

- a. Outstanding communication skills – written, verbal and presentation.
- b. Significant and proven experience in being able to influence others.
- c. Balanced decision making with high emotional intelligence.
- d. Motivated and results orientated with the drive to take tough decisions and continuously raise the bar and achieve targets.
- e. Strategic thinker – can establish a vision, provide direction and inspire followership.
- f. Strong planning and organisation skills adept at managing change.
- g. A team player with an open and consultative style and optimistic approach.
- h. Good self-awareness, emotional intelligence and “political instincts”.
- i. A team player with an open and consultative style.

- j. Ability to develop and maintain strategic relationships and to build trust and confidence with key stakeholders.
- k. Commitment to strengthening collaboration across disciplines and the home nations to maximise alignment of performance pathways and lifter progression.

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 member of British Powerlifting.