

Performance Director

REPORTING TO: CEO

BOARD POSITION: YES

British Powerlifting is the recognised National Governing Body (NGB) for powerlifting in the UK, with a rich history of athlete achievement at all levels, a diverse and engaged membership base which has seen impressive year on year growth, and a strong foundation for progress. As the organisation scales to meet the ever-increasing popularity of strength sports and develop its core infrastructure, we are seeking to appoint a knowledgeable and credible Performance Director to develop and deliver an ambitious plan to establish British Powerlifting as a leading force on the international stage.

GENERAL OVERVIEW OF POSITION

The Performance Director will lead the strategic direction, planning and delivery of our high performance programme, including management and oversight of national team operations, overseeing coaching and athlete development pathways and creating an environment where these groups can thrive and consistently deliver world class performances at the highest levels.

KEY RESPONSIBILITIES

- Development and delivery of a long-term high performance strategy and developing a sustainable performance culture within British Powerlifting.
- Take ownership of the International Selection Policy and Process.
- Oversee the identification, selection and progression of athletes from early talent spotting through to senior elite level.
- Establish and communicate clear athlete development and performance pathways and benchmarks.
- Develop and support a national network of high performance coaches and coaching development pathways.
- Implement performance analysis, goal setting and systemic development, and be able to report on performance metrics and goals.
- Lead on the planning and preparation of international events, supporting Head Coaches in the selection and preparation of international athlete and coaching teams. This shall include, but not be limited to:

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- **Oversight for Squad training days up and performance clinics.**
- **Preparation of Selection Polices.**
- **Assume the role of Team Leader at designated European, World and World Games competitions.**
- **Monitoring the progress of international lifters and making recommendations for required changes to technique and training regimes.**
- **Overseeing and monitoring training programmes for international lifters.**
- **Work with Home Nations to support a diverse inclusion of athletes and coaches that are representative of the broader British Powerlifting community.**

PERSON SPECIFICATION

- **A strong track record of providing performance leadership and direction at a Senior Level within sport.**
- **A strong track record of leading and coaching teams to deliver successful outcomes at major sporting events.**
- **Experience of managing complex change, building a people-centred culture, and uniting teams around a common purpose.**
- **High-level experience of performance planning and aligning development support to maximise performances of athletes and staff.**
- **High-level analytical skills that inform clear decision-making in complex, high-pressure situations.**
- **Ability to formulate objectives and individual/team performance plans aligned with the sport's strategic plans.**
- **Leadership experience in line management of coaches and support staff.**
- **Practical coaching experience in powerlifting and excellent understanding of the needs of international / elite athletes.**
- **Experience and detailed understanding of Classic, Equipped, Bench-Only, and Paralympic Sport disciplines.**
- **IPF International Coach Licence.**
- **National/International Referee qualification.**

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SOFT SKILLS AND EXPECTED BEHAVIOURS

- Excellent interpersonal skills and judgement that build confidence and trust among athletes, staff, volunteers, and stakeholders.
- Highly organised and capable of leading and implementing a High Performance Strategy for elite athlete development.
- Must be able to work as part of a team and build strong relationships with Board Members.
- Proven ability to develop people through continuous performance improvement.
- Commitment to self-development and the development of others.

OTHER REQUIREMENTS:

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

Apply by sending CV and cover letter to board@britishpowerlifting.org with the job title in the subject line.