

Triathlon Ireland



National Pathway Coach and Programme Coordinator

Reports to:

Performance Director

Contract Type:

Full-time

Job based at:

Sport Ireland Campus, Dublin. Extensive travel domestically and internationally required.

Key Interface will include:

Triathlon Ireland Development Team; TI National Coach Elite and U23; Sport Ireland and Sport Ireland Institute; Sport NI and Sport NI Institute; Club Coaches and Schools.

Salary:

35k-45k Annually DOE (incl Bonus subject to Org/Personal KPIs)

Budget Responsibility:

Yes - up to EUR 40,000 per annum

Overall Purpose

Working with Triathlon Ireland's Performance Director, to provide leadership and direction across Triathlon Ireland's Performance Development Pathway, Talent Programmes, including Boost, Boost + and Provincial Development Squads ensuring effective system structure and engagement.

Creation of a supportive, challenging and inspiring environment to help support the holistic development of the athlete ensuring processes of engagement; enabling; empowering and education.

Act as point of contact for TI athletes and coaches. Where required provide coaching for TI athletes individually and on camps.

Key to this will be the management of key stakeholder relationships and ensuring that TI is 'athlete centred and coach supported' in its approach.

Key Responsibilities

Management and Leadership

- Lead on the planning and delivery of the TI National Pathway Programme including camps and domestic and international competition.
- In conjunction with personal / club coaches, establish individual goals and objectives for training and competition for TI National Youth squad and Junior Squad athletes.
- Provide feedback through camps and races to the TI National Youth and Junior Squad athletes to aid learning and support individual development.
- Contribute to and support the development of TI Coaches working in the schools, Boost, Boost+ development programmes.
- Support the Schools, Boost, Boost + programmes and club coaches linking to the performance pathway.
- Lead on ensuring High Performance is a standard bearer on best practice safeguarding and ensuring the performance culture is aligned with the values of safe sport.
- Key team member for Ireland's Delivery of a European Junior Cup event(s) from 2023 on, including building international standard training camps in Ireland around these event(s).

Performance

- Developing and maintaining a valid and reliable talent identification process in conjunction with the TI development team and including scouting and talent transfer that produces appropriate athlete numbers in the performance pathway.
- Develop and maintain a valid and reliable athlete profiling and progression modelling.
- Lead and maintain the development of holistic athlete education programmes that are suitable across the performance pathway.
- Lead and facilitate closer links and alignment of underpinning talent programmes (school, club and Provincial) in particular to the potential progression into targeted talent development programs such as Boost, Boost + and Provincial development squads.
- An ability to coordinate and add value to multidisciplinary teams, including coaches and experts to enhance the successful delivery of the athlete pathway.
- Track and monitor the athletes' trajectory against the relevant standard for their developmental stage and progression to world class.
- Where appropriate, undertake innovative and special projects to fill critical talent gaps that are identified within the performance pathway. This includes building partnerships with equivalent roles in Athletics, Cycling and Swimming to develop talent transfer programmes.
- Work closely with Sport Ireland and Sport Northern Ireland Institutes to capture and utilise best and/or next practice.
- Commit to developing as a coach through a Personal Development Plan in conjunction with the Performance Director.
- Actively promote and align to TI organisational values.

Planning

- Develop operational plans that prioritise the yearly objectives and align to the development of the Pathway.
- Develop and implement Key Performance Indicators that effectively and accurately measures the impact of the performance pathway from the schools, Boost, Boost + and provincial programmes.
- Provide effective feedback and communication with athletes, coaches, support staff and anyone else involved in the athletes' development and programme.

Communication

- Outstanding written and verbal communication skills.
- Excellent organisational and administration skills.
- Strong interpersonal skills including high integrity and the capability to build trusting relationships with coaches, athletes and other team staff.
- Demonstrated collaborative style and political understanding to work positively in partnership with our key stakeholders, internal and external for problem solving and positive outcomes.

Budget and Financial

- Ensure that the TI's Youth and Junior Camps and race budgets are adhered to and collaborate with the Performance Director and HP Unit Manager.
- Ensure that TI Youth and Junior Squad athletes are aware of their financial contributions to races / camps.

Person Specification (General)

QUALIFICATIONS

Essential

- Undergraduate degree in Sports Coaching; PE; Sports Management; Level 2 NGB Triathlon Qualification or a related field.

Desirable

- A NGB Level 3 Triathlon Qualification in swimming, biking and running.
- Relevant skills and/or aptitudes.
- An ability to work effectively within a team of athletes and staff.
- Strong interpersonal skills with an ability to build and maintain relationships – with athletes and coaches alike - in a performance environment.
- Excellent communication skills – communicates effectively, clearly and confidently in written, verbal and electronic forms.
- Self-motivated with a demonstrable commitment to learning, self-development and personal development.
- A passion for coaching and developing people.
- Understands the needs of others, and able to effectively build relationships with a range of people.
- Excellent communication skills – communicates effectively, clearly, and confidently in written, verbal, and electronic forms.
- Works independently and under own initiative, proactively seeking out support and guidance when required
- Commitment to creating a challenging but supportive environment for the development of athletes, coaches, and support staff.
- Treats people with respect, protects confidential information, adheres to the company's policies.

KNOWLEDGE AND EXPERIENCE

Essential

- Experience of sports coaching and supporting people to achieve a goal.
- An understanding of the principles of long-term athlete development.
- Experience of working in a team to deliver mutually agreed goals.
- An understanding of the principles of athlete performance planning and the management of load for young athletes.
- An understanding of ethical and safeguarding issues in sport including anti-doping, child protection and mental health & wellbeing.

Desirable

- Experience of working within either an NGB, university, school or club training environment.
- Evidence of driving/helping to drive a high performing programme.
- An understanding of the requirements and benchmarks of international youth, junior and domestic triathlon performance.
- An understanding of the use of sports science and medicine in developing athlete performance.

PERSONAL ATTRIBUTES

Inclusive

- Habitually collaborates. Seeks the opinions of others and proactively asks for feedback.
- Is team focussed and can take on a variety of roles.
- Treats everyone with respect, integrity, and honesty.

People Focussed

- Is an excellent communicator.
- Can quickly build (and maintain) effective relationships with a broad range of people.
- Has high emotional intelligence.

Ambitious

- Is self-motivated.
- Is creative, innovative, and continually looks to improve.
- Sets challenging targets and is willing to be held accountable for them.
- A willingness to work non-business hours and to travel extensively.
- Excellent organisational and administration skills.
- Explore opportunities for continued self-development to maintain contemporary knowledge and skills regarding the strategic leadership of Performance Pathway and Talent Development.

Excellence

- Thrives on making decisions.
- Is willing to tackle challenging issues.
- Understands and protects confidentiality.

Applications

To apply for this role, please send a CV and Cover Letter to petra@triathlonireland.com by 17:00 on 24th October 2022.