



## **JOB PROFILE**

JOB TITLE	<b>Performance Development Manager</b>
REPORTS TO	Performance Director
DIRECT REPORTS TO THIS JOB	Up to 10 Home Nation and English Regional Talent coaches
KEY INTERFACE WITH	Performance staff, performance athletes, , personal coaches and Home Nation institute support service staff
JOB BASED AT	Loughborough
SALARY	£38 – 43K
BUDGET RESPONSIBILITY	None
OVERALL PURPOSE OF THE JOB	To develop and maintain an infrastructure to identify, nurture and develop triathletes who have the ability to win medals at the Olympic Games and major senior Championships in 2016 and beyond.
KEY RESPONSIBILITIES	<p>To take primary responsibility for setting, monitoring and reviewing performance objectives of athletes on the Talent and Olympic Foundation Squads.</p> <p>To take primary responsibility for the co-ordination and delivery of an integrated sports science and medicine service to these athletes.</p> <p>To take primary responsibility for the development and delivery of the four year strategic and annual operational plans for talent identification, confirmation and development.</p> <p>To line manage English Regional and Home Nation</p>

talent coaches employed by British Triathlon.

To deputise for the Performance Director in British Triathlon Senior Management and administrative duties.

Contribute as a member of the Senior Performance Management group to the overall planning and delivery of the Performance Programme.

Create a compelling training and competition environment which promotes team cohesion and enjoyment in the pursuit of excellence

## SUCCESS CRITERIA / MEASUREMENTS

Effective performance management of Talent and Olympic Foundation Squad athletes which develops athletes who progress to the Olympic Academy and Olympic Podium Squads.

Effective line management of talent coaches demonstrated by the development, monitoring and review of individual work programmes and personal development plans.

A quality infrastructure which provides a continuous supply of talented triathletes who progress to the Olympic Academy and Olympic Podium squads in the performance pathway.

## PERSONAL PROFILE

QUALIFICATIONS	E: Essential D: Desirable A degree or equivalent experience in sports science or a related subject (E)
KNOWLEDGE	Knowledge of UK Sport administration (D) Knowledge & understanding of UK sports funding (D) An understanding of Long Term Athlete Development (E) An understanding of the requirements of medal winning performance at World and Olympic level in Triathlon (E) An understanding of the use of sports science and medicine in elite athlete preparation (E)
EXPERIENCE	Significant elite sport experience as an athlete, coach, or administrator in a senior influencing role (E) Experience of an Olympic Games or professional sport equivalent (D) Performance Management Experience (E) Experience of managing an integrated individualised athlete support system (E) Line management experience (D)
SKILLS	Excellent written, spoken and listening skills (E) An ability to understand the needs of others and relate to and engage with elite athletes and coaches (E) Leads by example, able to manage self and influence others (E) Clear, logical thinker able to analyse requirements and propose pragmatic solutions (E)

Is able to plan effectively, managing time of self and others. Makes decisions based on objective criteria (E)

COMMITMENT TO  
EXCELLENCE

Commitment towards achieving excellence in triathlon within the framework of the British Triathlon Federation's performance system as defined by delivering medals at all levels from junior to senior elite (E)

PASSION AND DRIVE

Is able to enthuse others, self-starter, and obsessive in their desire to be the best and achieve success (E)

INTEGRITY

Treats people with respect. Protects confidential information. Adheres to British Triathlon policies and demonstrates loyalty to the company, to colleagues and to the Great Britain Triathlon Team (E)

OTHER REQUIREMENTS

Computer literate, full driving license, able to spend periods of time away from home at weekends and evenings and travel extensively overseas for extended (E)

**BENEFITS**

Contributory stakeholder pension  
Company car  
Flexible working hours

**APPLICATION AND  
INTERVIEW  
PROCESS**

Applications in writing detailing your qualifications, experience and interest in the role, should be sent marked Private and Confidential to Helen Wyeth, Director of Operations, British Triathlon, PO Box 25, Loughborough, Leicestershire, LE11 3WX or via email to [helenwyeth@britishtriathlon.org](mailto:helenwyeth@britishtriathlon.org)

For an informal discussion on the position please contact Heather Williams, Performance Director  
[heatherwilliams@britishtriathlon.org](mailto:heatherwilliams@britishtriathlon.org)  
Mobile +44 7739526 559

Closing date for applications 12 December 2008  
Interview likely to be 18 or 19 December but tbc