

HOCKEY IRELAND PERFORMANCE DIRECTOR

REPORTING TO:	CEO and working with the High-Performance Committee
HOURS OF WORK:	37.5 hours per week, the role will include travelling, some unsocial hours and occasional weekends
LOCATION:	Hockey Ireland National Headquarters

The High-Performance Director is part of the senior management team of Hockey Ireland responsible for implementing the Hockey Ireland Strategy and supporting the sport of Hockey in Ireland

Job Description:

1. Leadership and strategy

- 1.1 Develop high- performance planning that ensures the continued development of the Ireland senior teams and prepares junior players to impact at senior level. This includes liaising with HI's four constituent provinces to support in the delivery of HP objectives.
- 1.2 Liaise with Sport Ireland, Sport Northern Ireland, Sport Ireland Institute, Sport Institute of Northern Ireland, Olympic Federation of Ireland on all HP matters.
- 1.3 Support in the delivery of HookedforLife at Junior Age Group level (JAG) and align the technical and tactical components with current trends in the world game.
- 1.4 Develop action plans and ensure the Hockey Ireland overall strategy and Hockey Ireland High Performance strategies are applied appropriately for the delivery of successful programmes at all levels including selection.
- 1.5 Lead and manage all Hockey Ireland High Performance staff.
- 1.6 Oversee the development of annual plans for each team and co-ordinate these with the HI and EYHL competitions committees to form national calendars
- 1.7 Along with the HI CEO and the high-performance committee develop and monitor budgets for each HP area.
- 1.8 Oversee the review of all programmes and key HP staff on an annual basis.

2. Technical and Tactical Direction

- 2.1 Ensure that each squad has a definitive tactical direction that is aligned with current trends and the senior teams.

- 2.2 Update the HookedforLife to ensure that the JAG teams and technical areas of focus for provincial teams is aligned and progressive.
- 2.3 Collaborate with the provincial coaches and EYHL clubs to ensure that the technical and tactical information is disseminated nationally.
- 2.4 Oversee the professional development of senior coaches (through The Pursuit of Excellence Programme) and JAG coaches via internally planned coach development programmes.

3. Staff Management

- 3.1 Lead a collaborative, high performance environment which elicits optimal input from coaches and staff across the nation to ensure sustainable success.
- 3.2 Lead and manage coaches and staff in line with HI policies and practices, ensuring appropriate support and review.
- 3.3 In collaboration with the HI CEO oversee and manage the High-Performance Logistics Manager.
- 3.4 Work with the HI Finance Officer and CEO to ensure the office/programmes operate at, or under, pre-agreed budgets and that administration and financial reporting associated with all national programmes follows HI policies and budgetary requirements.
- 3.5 Lead and manage coaches and staff in line with HI policies and practices, ensuring appropriate support and review.
- 3.6 Create annual performance plans and manage staff in line with established plans and managing their performance to ensure that targets are attained or exceeded.

4. Sports Science:

- 4.1 Support the management of sports science staff working at senior level. Liaise with SI Institute and SINI in the of such staff.
- 4.2 Ensure that clear protocols and policies exist for sports science staff.
- 4.3 Develop an integrated and progressive programme of development for JAG teams in strength and conditioning, sports psychology, nutrition etc.
- 4.4 Employ a group of volunteer sports scientists to deliver a JAG plan.
- 4.5 Ensure there is alignment of fitness protocols through HI teams.

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and may be amended from time to time in the light of the changing needs of the organisation.

Essential criteria:

- Be willing and eligible to work in Ireland on a full-time basis
- Relevant third level qualifications, for example in sport / exercise science / coaching, sports management or relevant discipline
- A proven track record of leading a successful high-performance team operating in elite sport
- A comprehensive understanding of elite level coaching, performance support services, international competition and talent pathways
- Experience leading multi-disciplinary teams
- Experience in high performance sport programme management, including reporting and budgeting
- Ability to develop effective High-Performance plans including the financial planning and the monitoring of the high-performance expenditure
- Experience of working with multiple partners and stakeholders, including public funding agencies (such as Sport Ireland / Sport NI), international federations, sponsors and relevant media
- Experience of working with a volunteers

Desirable criteria:

- Experience in managing of team sport programs
- Experience as a Team Leader at major championships and/or Olympic Games
- Ability to secure research grants and lead the creation and dissemination of peer reviewed research
- Experience in developing high performance coaches, that aligns to theory and a developmental framework

Key qualities:

- High level interpersonal skills and comfortable leading groups / projects
 - A team player who can work independently when required
 - Motivated and hardworking, with an ability to manage numerous projects at once
 - Proven ability to work under pressure and with attention to detail
 - Innovative in approach and flexible to adapt to situations that may develop in performance sport settings
 - The ability to act with integrity, competence, diligence, respect and in an ethical manner and can be trusted to deal with confidential information
 - Well-developed conflict resolution and problem-solving skills
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