

Talent Development Manager- Role Profile



JOB TITLE:	Talent Development Manager
RESPONSIBLE TO THE POSITION OF:	High Performance Director

To apply please send your CV and a Cover Letter to lisa.jacob@hockey.ie. Closing date is 10am Monday July 25th, 2024. Interviews to be held July 31st and August 1st 2024.

CONTEXT

Hockey Ireland is the National Governing Body for hockey on the island of Ireland. Our Women's Senior Team achieved a silver medal at the 2018 World Cup and finished in 10th place at the Tokyo Olympics, followed by a cohort of player retirements. A new look team finished 11th at the 2022 World Cup, narrowly missed out on qualification for the Paris Olympic Games, and most recently finished second at Nations Cup.

The medium term strategic performance objective for Hockey Ireland is to become, and sustain Ireland as a Top 8 nation by 2030. We are currently looking to recruit a Talent Development Manager to lead and deliver our Performance Pathway Programme. Hockey Ireland have just launched a new strategic plan and have consolidated an ambitious senior leadership team with a mandate to progress hockey in Ireland and on the international stage. The Talent Development Manager will be a key leader in the Hockey Ireland ecosystem, working with the wider organisation, senior programme staff (men & women), and into the pathway to develop Ireland's capacity as a hockey nation.

The position will be based primarily at Hockey Ireland headquarters at the Sport Ireland Campus at Abbottstown. The nature of the role demands a national brief across the 32 counties of Ireland as well as travel overseas. The successful candidate will be required to reside in Ireland full-time, and should therefore have the required visa.

PRIMARY PURPOSE OF THE JOB:

Working closely with the Performance Director, the Talent Development Manager has overall responsibility for the alignment and success of the Hockey Ireland High Performance Pathway Programme. This role will oversee the identification, development and progression of high potential players, implementing comprehensive player development programmes to ensure a greater depth of senior international-ready talent.

Working with a wide range of stakeholders, this role will connect and align all Pathway associates to a clear vision of high performance, the Hockey Ireland Performance Pathway, and the requirements of elite, senior international hockey, ensuring strategic succession planning and focused systemic investment that will deliver future Senior success on the world stage.

The role will concentrate on developing the capacity, competency and experience of the 'LA and Brisbane' cohort of talent, creating a supportive environment that fosters the holistic development of players both on and off the field.

KEY AREAS OF RESPONSIBILITY:

<p>Contribute to Strategic Direction</p>	<ul style="list-style-type: none"> • Contribute to the wider strategic planning processes of the High Performance Unit and act as a member of the HPU Senior Leadership Team, as appropriate. • Provide expert advice to the Performance Director and direct reports on all High Performance matters based on your specialist knowledge of high performance practices, developments and trends. • In collaboration with the PD, deliver the High Performance Plan to ensure current potential is converted into medium and long term (2-10 years) success on the senior international stage. • Plan, manage and execute the identification and development of talent to ensure a cohort of players and coaches are ready to deliver on the international stage in Junior World Cups 2025 and 2027, and LA 2028 and Brisbane 2032 Olympic cycles. • Provide regular management information reports to the PD, CEO, Board and others on the High Performance Plan (HPP) and junior player performance, informing of any variances.
<p>Pathway Coherence</p>	<ul style="list-style-type: none"> • In conjunction with the Performance Director, support the development of a comprehensive Player Development Framework (PDF), Hockey Ireland 'Principles of Play,' Talent Map and 'What it Takes to Win' Model • Implement the Player Development Framework that outlines the progression from grassroots beginner participation to elite performance and mastery. • Ensure alignment with best practices in talent development, and organisational objectives.
<p>Development and Management of High Performance Hockey</p>	<ul style="list-style-type: none"> • Implement annual and multiannual junior age group training and competition schedules. • Represent Ireland on the Euro Youth Hockey Committee, planning and detailing Ireland's competition plans in conjunction with the High Performance Manager. • Ensure the provision of the young athlete agreement that sets out the terms and conditions, success criteria to be achieved and support to be provided. Act as key communicator to parents and significant supporters to ensure player potential can be maximised within life commitments. • Implement a systematic debrief of all major junior championships (lessons learned approach) which includes the views of athletes, coaches and the support team and oversee the implementation of key learnings at Pathway level. • Support in the management, coordination, and implementation of profiling of players, including (but not limited to) technical and athletic qualities.
<p>Talent Identification & Recruitment</p>	<ul style="list-style-type: none"> • Recruit and manage a 'National Scouting Panel' to ensure robust talent identification and confirmation processes. • In line with the PDF, manage pathway player journeys within the pathway including assessment, entry, milestones, regression, advancement and exit. • In conjunction with the PD, review and enhance the Talent Identification and Development System to select the potential "elite" players who will progress to "World Class" competition.
<p>Player Support</p>	<ul style="list-style-type: none"> • Oversee the implementation of technical and specialist skills development programmes in the pathway. • Oversee the implementation of physical training programmes, working with strength and conditioning coaches and sport scientists to improve physical

	<p>capacity, athletic capability and injury prevention strategies.</p> <ul style="list-style-type: none"> • Arrange and implement aligned pathway support service provision (in line with the PDF) and in conjunction with sports institutes and senior performance support availability, where appropriate and available. • Manage the provision of educational opportunities and lifeskills support to support players' academical and personal development alongside their sporting pursuits. • Foster a culture of mastery and lifelong learning, promoting self-reliance and adaptability in order to develop a resilient player body in the pathway. • Advocate for player welfare and disseminate guidance on athlete health, wellbeing and safety.
<p>Performance Monitoring and Evaluation</p>	<ul style="list-style-type: none"> • Work closely with coaches to ensure detailed players development plans and challenging targets are in place, with expected progression profiles, desired competition loads and review points to optimise their capacity, capability and wellbeing. • Implement systems for tracking athlete progress, performance data and feedback throughout the pathway. • Capture critical data and report on talent profiling, athlete performance, history and trajectory. Include the benchmarking of key qualities to facilitate relevant stakeholder coherency, gauging and managing an individual player's progress at any point in their developmental journey. • Evaluate the effectiveness of pathway programmes and interventions, making data driven decisions to enhance programme outcomes. • Lead holistic player reviews quarterly • Act as the lead Hockey Ireland contact with research partners, ensuring implementation of all growth and maturation data discovery and recommendations.
<p>Stakeholder Alignment and Management</p>	<ul style="list-style-type: none"> • Collaborate with HP Leaders to support player development and succession planning. • Build strong relationships with key stakeholders across the organisation, including players, coaches, parents, schools, clubs, provinces, development team, coach education and funding partners, to understand and communicate priorities and ensure alignment of talent development initiatives. • Coordinate and oversee the consistent application of pathway practices, including but not limited to selection, pathway journey mapping, player feedback, training and competition planning, player load management, programme communication, medical guidelines and protocol and policy adherence. • Manage a network of performance partnerships to ensure Hockey Ireland High Performance has critical international, national and regional performance allies, and is supported in a variety of ways to maximise its potential within resource constraints. • Foster and develop sound, effective relations with key stakeholders and act as an ambassador of High Performance sport at all times to the regional, national and international communities. • Work with the CEO, Commercial and Communications Manager, PD and HPM to support the implementation of the commercial and media strategy to build and optimise revenues, the brand, image and reputation of the High

	Performance Pathway Programme in the public domain.
Programme Coordination and Management	<ul style="list-style-type: none"> • In conjunction with the HP Manager, coordinate the delivery of pathway programmes and initiatives across different age groups and skill levels • Collaborate with coaches, support staff and external partners to ensure the smooth operation and alignment to the Player Development Framework, Principles of Play, organisational culture and long term goals. • Work closely with the HPM, Finance Director and PD to ensure programme operation is delivered within allocated budget.
People Leadership	<ul style="list-style-type: none"> • Support the recruitment and development of a high calibre junior age group coaching, specialist and support team. • Manage Pathway Coaches and support staff ensuring alignment, connection and the consistent application of a performance management system to develop and retain a highly capable High Performance team. • Ensure clear and consistent communication processes are in place to inform and engage staff and volunteers at all levels across the High Performance operation.
Talent Development Coaching	<ul style="list-style-type: none"> • In the case of appropriate expertise, (as appropriate and where necessary), provide hockey technical and specialist coaching to pathway and senior programmes. • In the case of appropriate expertise, provide strength and conditioning support to pathway programmes.
Other:	<ul style="list-style-type: none"> • Deputise for the Performance Director, when needed, as appropriate. • Support funding applications relating to Pathway. • Undertake and assist on other ad hoc projects as and when required. • Other duties as required by demands of the role and / or CEO/PD.

PERSONNEL SPECIFICATION

ESSENTIAL - Qualifications and Experience

- Strong understanding of athlete development principles, talent identification and pathway programming.
- Proven experience in player development, coaching or talent identification roles within elite or professional sports organisations
- In-depth knowledge of player development principles, coaching methodologies, and sports performance science
- Experience of elite international sport (ideally senior level in multiple roles)
- Strong leadership and communication skills, with the ability to inspire and motivate athletes to reach their full potential
- Passion for sport and a commitment to excellence, integrity and ethical conduct
- Significant in-depth knowledge of the sport of hockey in a high performance environment.
- Demonstrated leadership experience in business or sport, as well as managerial, organisational, communication and administrative skills that facilitate a high performance focus, strong stakeholder cohesion and attention to detail in execution.
- Experience of developing strong and sustainable relationships to further the interests of the organisation and sport within a complex 'political' environment.

- An ability to connect all stakeholders to the organisations values and vision in relation to High Performance Hockey.
- Knowledge of the technical, physical, psychological, and tactical demands associated with international hockey
- Excellent knowledge of talent identification practices, player technical profiling and screening of athletic qualities.
- A passion for hockey and an understanding of the structures and culture of hockey in Ireland.
- High level of self-awareness, and a strong self-starter with a demonstrable ability to act on own initiative.
- Recognised Coach Development qualification, ideally Level 2.
- Full, valid driving licence.

DESIRABLE CRITERIA

- Degree or similar level qualification in a sports or management-related discipline.
- Ability to build sustainable relationships within a highly complex political environment.
- Demonstrable track record of supporting the implementation of change and continuous improvements to evolve the capability and capacity of the organisation.
- An understanding of the Irish Sporting Landscape, culture and mentality

REMUNERATION

The package will include a competitive salary commensurate with qualifications, skills and experience, and include a mobile phone and laptop for business use.

Hockey Ireland is an equal opportunities employer.
