



**Irish Athletic Boxing Association (IABA)**

**National High Performance Director**

**Job Vacancy**

The Irish Athletic Boxing Association is the National Governing Body of Sport responsible for the development and management of the sport of amateur boxing in Ireland. The IABA established a National High Performance Programme in 2003. Since its inception the IABA High Performance Programme has been delivering consistent success for Ireland in the ring at European, World and Olympic level.

The IABA is seeking to appoint a National High Performance Director (HPD) to lead and direct the National High Performance Programme. The National High Performance Programme prepares our elite boxing talent for international competition including European, World and Olympic Championships. The programme is dedicated to developing and nurturing talent from boxing clubs all over Ireland including Junior, Youth and Senior ranks. The primary aim of the programme is to prepare our athletes to compete on the international stage and win medals.

The HPD will have ultimate responsibility for all elements of the National High Performance Plan. The HPD will report directly to the IABA Chief Executive Officer. He/she will be responsible for leading and managing a team of dedicated High Performance Coaches and Support Staff to deliver on agreed targets set out for the IABA's High Performance Programme.

Applications for the role of National High Performance Director must be made by submitting a cover letter, comprehensive CV including 3 referees and a personal statement addressing the essential criteria and why you believe your skills, experience and values meet the requirements of the position to [info@iaba.ie](mailto:info@iaba.ie).

All applications will be treated with the utmost confidentiality.

**Closing date for applications is 12 Noon GMT, Monday 20<sup>th</sup> February 2017.**

**Job Title:** IABA National High Performance Director (HPD)

**Based:** National Sports Campus, Dublin

**Reports to:** IABA Chief Executive Officer

**Eligibility:** European Economic Area (EEA) Nationals and non EEA Nationals are encouraged to apply, however an employment permit will be required for a non EEA National

**Line Manages:** National High Performance Head Coach, High Performance Coaches including Pool Coaches, High Performance Operations Manager

**Key Relationships:** Sport Ireland, Sport Northern Ireland, Irish Institute of Sport, Sports Institute Northern Ireland, Olympic Council of Ireland, National Sports Campus Development Authority

**Contract Term:** 4 year term

**Salary:** Competitive and commensurate with experience

**Primary Purpose:** To personally lead and be primarily accountable for all aspects of the IABA High Performance Programme including programme planning, delivery, co-ordination, administration and management of staff and service providers and to deliver the key agreed targets for the programme.

## Key Responsibilities and Accountabilities

- Responsible for developing and driving the delivery of IABA's High Performance Plan to World Class standards to the Tokyo 2020 Olympic Games and beyond;
- Leads and monitors the implementation of the High Performance Plan and ensures there is alignment of all high performance activity and investment to the principles and strategic focus of the plan;
- Represents the IABA in all matters pertaining to High Performance and liaises with key funding and support agencies such as Sport Ireland, Sport Northern Ireland, Irish Institute of Sport, Sports Institute Northern Ireland, Olympic Council of Ireland and National Sports Campus Development Authority;
- Prepare and present annual high performance programme plans, quarterly and monthly reports as required to the CEO, IABA Board and IABA High Performance Advisory Board;
- Develops and manages the annual High Performance budget, with transparency around investment and clear accountabilities for all staff in respect of programme and personal expenses;
- Plays a lead role in High Performance recruitment processes and is accountable for line-managing a team of High Performance Staff, ensuring they work together to deliver a World Class programme;
- Establishes a clear set of Key Performance Indicators for all support service providers to the programme and monitors these KPIs closely to ensure the quality of service delivery, achievement of agreed outcomes and value for money;
- In conjunction with the High Performance Coaches and Staff, co-ordinates all aspects of the programme including individual and squad coaching, training programmes, training camps, sports science and medicine services, competition preparation and planning, competition performance and all other relevant aspects of the high performance programme;
- Ensures that an information sharing and database platform is in place to effectively capture system-wide information on programme management, athlete development, athlete performance monitoring, service provider service provision and any other critical information regarding the activity within the programme;
- Develop, implement and monitor adherence to a code of conduct for all participants within the programme to ensure a strong high performance culture and set of behaviours across the programme;
- Develops and implements a disciplinary policy in line with the code of conduct;
- Develops and leads the implementation of the Sport Ireland carding system and Sport Northern Ireland athlete investment schemes, managing all requirements of these programmes to maximise support for Irish boxers;
- Ensures that systems and processes are in place that deliver a high level of duty of care to Staff and Athletes, adhering to IABA principles of Athlete and Staff personal excellence and well-being and drive a commitment to on-going personal growth and development;
- Develops and identifies a programme for High Performance Coach development including integrating into National Programme activity such as training camps and competition events;

- Assists provincial programmes and staff in planning and delivery of local programmes, building organisational high performance capacity and individual capability;
- Works cooperatively with IABA staff and sponsors to support marketing and promotional activities and media requirements.

### **Key Requirements for the Role**

- Minimum of 4 years working in a High Performance system in the same role, or a similar key position leading and managing High Performance sport outcomes;
- Demonstrated success in building High Performance systems, processes and programmes, managing people and a culture of personal excellence that underpins athlete performance and deliver world class performance results;
- Proven ability to plan and deliver on strategic direction, detailed operational planning, reporting and aligning stakeholders to maximise their contributions;
- Demonstrated experience in effectively managing financial resources and programme budgets;
- Demonstrated experience of managing complex partnerships and inspiring and leading staff to deliver world class outcomes;
- Deep understanding of the key drivers of high performance to achieve International sporting success;
- Strong track record and proven leadership skills including leading change and developing talent and getting the best out of people;
- Proven ability to manage conflict effectively and stay calm under pressure;
- Demonstrates personal high performance characteristics including strong work ethic, professional approach with high performance demeanour, driven to achieve, honesty with integrity, team player, committed to learning and personal growth;
- Outstanding communication and management skills;
- Displays a good understanding of IABA's High Performance Programme and an awareness of Ireland's sports system and the role of key stakeholders.