

Job Title: Head of Performance
Department: Performance
Reporting To: CEO
Salary: £32,000 (p/annum)
Location: Cardiff (with National travel)

We are looking for a driven and passionate person to take forward the elite side of Welsh Netball. This is an exciting and rare opportunity for the right person to drive systemic change over the next few years and lead the sport to Commonwealth and World Cup success.

Job Summary

The Head of Performance will play a critical part in creating and achieving Welsh Netballs' new performance vision for 2023 and onwards. With a new structure and new team of staff, you will, look to deliver a successful Commonwealth games 2022 and World Cup 2023 campaign, and strategically oversee the Celtic Dragons franchise.

You will work with leading coaches and officials to continue the development of relationships with the Clubs, players and workforce. You will lead, manage and develop a coherent, cohesive and sustainable performance pathway for all netball activity across Wales.

The role will see the development and delivery of the performance pathway for athletes, coaches, and officials. You will continue to develop the effectiveness of the Training Centres across the Country with the assistance of the performance pathway officer and performance support officer. You will also develop and implement the elite Coaching, Umpire and Officials strategy throughout the performance pathway to ensure the development of homegrown talent for the future.

An effective leader, you will have demonstrable success of achieving in elite sport at the highest level. You will demonstrate outstanding communication skills and be a strategic thinker with the stamina and resilience to ensure we are at the forefront of systems and innovations.

The Priorities for the Role are:

- To develop and lead the delivery of a new and successful world class performance plan
- To provide leadership as a member of the Senior Management Team
- To provide leadership and strategic direction of the performance department and programmes

As a member of the Senior Management Team, you will play a full part in the collective responsibility for setting the strategic direction and budgeting for the sport; ensuring the effective day to day management of the business and delivery of the operational plan for the performance department.

Reporting to the CEO and working closely with the Head of Development and Head Coaches, to ensure cross departmental integration and collaboration for maximising delivery of the strategic plan.

Key Tasks

- Management responsibility of a team of 5 (Including Wales and Dragons Head Coaches) and with a clear focus upon collaboration with the Celtic Dragons.
- Supporting the Physical Preparation Lead to ensure world class support services for the performance programmes including sports science and medicine service and training facilities.
- Set, deliver and report to the CEO on the strategic and operational plans and budgets for performance.
- Strategically lead Celtic Dragons, ensuring player contracts are secured
- To fulfil the role as Head of Delegation/Team Leader for appropriate World Championships, Netball Europe and Commonwealth Games (across relevant age groups)
- Ensure effective management of the players
- Ensure the integration of and contribution to, all WN policies into performance programmes specifically but not exclusively; safeguarding, anti-doping, equality.
- Ensure there are robust talent Identification, player, umpire, officials' pathways and selection processes in place working with the Pathway Officer
- Develop CPD for elite coaches and umpires, with the Workforce Officer and Pathway Officer
- Implement a system for selection of squads at all levels in line with WN selection policy
- Prepare the performance structures for future World Cup and Commonwealth Games success
- Manage Wales age group squads, setting specific, age related outcomes for players, coaches and Umpires (in collaboration with Head Coach)
- Main contact and accountable for National Anti-Doping and other INF or WADA anti-doping directives and guidelines
- Work collaboratively with the Head of Development to ensure community and performance is integrated, particularly around workforce development.
- To carry out strategic management of residential and non-residential national and international netball partnerships and camps.
- Develop and maintain strong relationships with key internal and external partners and stakeholders (not exhaustive list): athletes, coaches, officials, clubs, home nations, UK Sport, Sport Wales, CWG Wales, UKAD, HE and FE institutions.
- Carry out these duties in a manner that promotes equality of opportunity and supports diversity and inclusion.

Personal Specification

Skills and Qualities	Essential	Desirable
Highly developed leadership and management skills	✓	
Strategic thinker – can establish a vision, provide direction and inspire	✓	
Strong planning and organisation skills	✓	
A management, sport science or business studies qualification or similar		✓
Outstanding communication skills – written, verbal and presentation	✓	
Strong IT skills	✓	
Developing and maintaining strategic relationships and the ability to build trust and confidence with stakeholders	✓	
Motivated and results orientated with the drive to implement decisions and continuously raise the bar and achieve targets	✓	
A team player with an open and consultative style and optimistic approach	✓	
Balanced decision-making skills	✓	
Resilience, stamina and flexibility	✓	
Good self-awareness, emotional intelligence and “political instincts”	✓	
Customer focused	✓	
Experience	Essential	Desirable
Demonstrable recent experience of leading a team operating in elite sport at the highest level	✓	
Netball Performance knowledge	✓	
Experience and track record of Budget management	✓	
Working with public funding agencies		✓
A comprehensive understanding of coaching, sport science and medicine, international competition and talent pathways	✓	
A broad understanding and commitment to safeguarding young people in a talent environment	✓	
Experience of the production and presentation of high-quality reports and data	✓	
Has effective understanding of UK & International sport	✓	
Other	Essential	Desirable
Full driving licence	✓	
Ability to work unsociable hours when required	✓	
Ability to speak Welsh		✓
Experience of working with and managing volunteers	✓	
Experience of working with the media		✓

This job description is only a summary of the role and is not meant to be exhaustive.