

JOB DESCRIPTION

Job Title: Performance Director

Location: Loughborough/Home Working

Salary: £70-85k depending upon Performance Directorate experience

Term: Full time

Reports to: CEO

Responsible for: Performance Programme Manager, Partnerships Engagement Manager, Women's Head Coach, Men's Head Coach and all performance staff included contracted roles and roles funded through UKSI.

Background

Wheelchair basketball is the biggest Paralympic team sport in the UK. It is a fast-paced and fast-growing sport that allows disabled and non-disabled people to compete together in its domestic leagues and competitions. In the recent Paralympic Games in Paris, our men's team won a silver medal, equalling their best ever finish at a Paralympic Games.

British Wheelchair Basketball is the national governing body for wheelchair basketball in the United Kingdom. We are a registered charity and representative body of wheelchair basketball in England, Northern Ireland, Scotland and Wales.

We are responsible for delivering the sport at all levels, from grassroots to the GB teams who compete at the Paralympic Games. We run domestic leagues and competitions, run coaching and development programmes and qualifications for coaches and officials, and support a network of clubs across the country. We also run the GB elite performance programme and the development pathways that underpin it.

This is an exciting time to join us as we grow the sport's profile, reach and relevancy and strive to make wheelchair basketball an everyday sport in the UK and Northern Ireland.

Overview of the Role

The Performance Director is responsible for the creation and delivery of the performance strategy, which includes the UK Sport-funded World Class Programme (WCP). We are looking for an energetic and resilient individual who can deliver success and inspiring performances at major international competitions, including the Paralympic Games, build a sustainable pipeline of talent and lead the performance team to meet strategic objectives.

The role will include regular weekend and out of hours working with considerable UK and overseas travel.

Responsibilities:

- Lead the strategic planning and operational delivery of the WCP
- Develop and enhance a culture of team and individual excellence that empowers staff and athletes to achieve sustainable success at junior and senior level through expansive and innovative practice
- Maintain the highest standards of behaviours across the performance and coaching teams and provide day-to-day management and leadership
- Lead the Performance Advisory Committee (PAC) with the trustee chair to ensure that the appropriate check and challenge is provided from Board

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- Review and update policies and practice around all types of selection, to ensure that they meet regulatory and best practice standards, including written submission to PAC
- With the CEO, develop a strategic plan and funding submission for each UK Sport funding cycle
- Be accountable for the development, implementation and review of annual and four-year budgets, aligned to strategy
- Ensure that performance enhancing research and innovation projects are aligned to coaching and strategic needs
- As part of the Senior Leadership Team, deliver the ambition and objectives of the organisation
- Work closely with colleagues across the organisation to support the delivery of organisational strategy
- Establish monitoring of performance and progress against targets

Other:

- Support the smooth running of the sport, including competitions and events where required
- Support the implantation of the BWB Diversity and Inclusion Action Plan
- Ensuring the health, safety and welfare of all involved with wheelchair basketball
- Following safeguarding procedures for children and adults
- Undertaking other duties as appropriate to achieve BWB objectives

PERSON SPECIFICATION

	Essential / Desirable?
<u>SKILLS / COMPETENCIES</u>	
Significant experience of strategically leading and developing successful high-performance sport programmes and international level teams	E
Proven experience of leading a multi-disciplinary team in an elite sport environment	E
Understanding of high-performance sport environments in a team sport	E
Comprehensive knowledge of elite sport functions and good practice in performance planning, coaching, science and medicine, technology, international competition and talent pathways	E
Outstanding verbal and written communication skills	E
A track record of building and sustaining relationships with internal and external stakeholders	E
A strong track record of leading and developing teams to achieve organisational goals and energising and influencing others to get things done	E
A track record of successful organisational development and able to co-ordinate multiple projects	E
Able to oversee and manage budgets of comparable scale and complexity (multiple different income sources and expenditures)	E
Excellent leadership skills; able to inspire and motivate a team	E
Leading through influence not hierarchy	E
A strong understanding of the need for a performance team to collaborate with other business functions to achieve organisational strategy	E
Creative, innovative thinking and problem solving with the ability to lead creatively and adapt positively to change	E

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<u>EXPERIENCE/KNOWLEDGE</u> (specific to the role)	
Strong track record of working with others to deliver results and of driving cultural change	E
Coaching or applied sport experience	E
Experience of working in a team sport setting	D
Experience of working with a board of trustees / directors	D
A confident public speaker with experience of representing an organisation at a national level	E
Experience of dealing with national and international media	D
Detailed knowledge of high-performance sport regulations and legislation	D
<u>QUALIFICATIONS</u>	
Five years' experience at senior leadership level within a performance sport setting	E

This job description is not exclusive or exhaustive. It is intended to provide an overview of the crucial areas of the role and may be amended as per the needs of the organisation.

Useful information

The appointment may be subject to a Disclosure and Barring Service check.

For more information, including an overview of our strategy, please visit our website:

<https://britishwheelchairbasketball.co.uk/our-sport/our-strategy/>

There may be unsociable hours such as evenings and weekends involved with the post with regular event working throughout the season.

British Wheelchair Basketball is an equal opportunity employer and welcomes applications from all qualified individuals. We are committed to creating an inclusive environment for all employees.

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