



JOB PROFILE

JOB TITLE	Welsh National Performance Development Coach
MANAGEMENT OF THE POSITION	The position will be managed through a Performance Management Group comprising representatives from British Triathlon (BTF), Welsh Triathlon (WT) and the Sports Council for Wales (SCW) with formal line management from the BTF Performance Development Manager.
DIRECT REPORTS TO THIS JOB	Part time regional talent coaches
KEY INTERFACE WITH	BTF, WT and SCW staff, identified Welsh athletes on the talent pathway, personal coaches, parents, triathlon and single discipline clubs, South Wales facility managers and other institutions providing support to athletes such as schools and universities
JOB BASED AT	Cardiff
SALARY	£26K
BUDGET RESPONSIBILITY	Welsh performance programme operating budget
OVERALL PURPOSE OF THE JOB	<p>To lead the development, coaching and management of a Nationwide programme of talent identification and development in Wales which creates</p> <ul style="list-style-type: none">➤ athletes who progress onto the BTF World Class Programme and ultimately senior international success for Great Britain and Wales.➤ a pipeline of Welsh elite athletes to sustain an elite training environment in South Wales. <p>The Welsh Performance Development Coach will lead the preparation and delivery of Welsh teams at all levels including the British Inter Regional</p>

Championships, Home Nations Championships and the Commonwealth Games. They will work closely with Welsh Development personnel, Welsh Triathlon and BTF Performance Staff to ensure a seamless and consistent performance pathway throughout Wales and the UK.

KEY RESPONSIBILITIES

To develop and maintain an infrastructure of training environments and coaches throughout Wales to identify, nurture and develop Welsh triathletes capable of winning medals at senior international level in 2014 and beyond

To line manage and mentor the Welsh Regional Talent coaches

In conjunction with the BTF Performance Development Manager develop a systematic programme of talent identification within the guidelines of the BTF Talent Identification Strategy including the analysis of single discipline race results and the building of links with single discipline clubs, triathlon clubs and coaches

To ensure that the Welsh Talent Programme is fully integrated into the UK Performance pathway and underpins and complements BTF Talent activities

To work with the WT performance representative and Welsh Development Manager / Welsh General Manager to promote a performance culture educating clubs and Welsh Triathlon members on all aspects of talent and elite development

To co-ordinate and support a Welsh Squad of athletes at the talent identification and talent confirmation levels of the performance pathway take responsibility for their guidance, the creation of an optimal day to day "home" training environment and a suitable competition programme conducive to them progressing to the next stage of the performance pathway

To manage the delivery of support services to athletes on the Welsh Talent Squad including liaison with personal triathlon coaches, Welsh Institute and other support personnel

To plan and deliver a programme of regular Welsh Talent Squad training and educational activities to both confirm talent and develop athletes' knowledge

and understanding of triathlon at World Class level

To keep abreast of elite racing and performance standards throughout the UK and abroad and ensure this is reflected in the Welsh Performance Programme

To lead the preparation and delivery of Welsh teams and at events where a selected group of Welsh athletes are in competition

To maintain appropriate budgetary control and reporting for the Welsh Performance Programme ensuring timely reports are delivered to Welsh Triathlon, British Triathlon and the Sports Council for Wales.

To contribute as a member of the British Triathlon Performance Team including attending regular staff meetings and coaching as part of the support team at appropriate training camps and Championships.

To represent Wales at BTF Performance Committee meetings in the absence of the Welsh Triathlon Director of Performance

As a guide time allocation of the role will be:

40% building the nationwide talent infrastructure

20% day to day servicing of Talent Squad members

20% planning and delivering talent camps

10% preparing and delivering Welsh teams

10% CPD, staff meetings, BTF camps

SUCCESS CRITERIA / MEASUREMENTS

A quality infrastructure capable of supporting talented athletes throughout Wales and one which provides a pipeline of talented triathletes to create and sustain an elite training environment in South Wales suitable for World Class Programme athletes

Effective coaching and performance management of Welsh Talent Squad athletes which develops athletes who progress onto the BTF World Class Programme and ultimately senior international success and for Great Britain and Wales

Quality of the preparation and delivery of Welsh teams demonstrated by athletes producing optimal

performances for their personal stage of development

Effective line management and mentoring of talent coaches demonstrated by the development, monitoring and review of individual work programmes and personal development plans.

Creation of a culture of excellence throughout Welsh Triathlon which recognises, embraces and supports the development of talented triathletes across Wales

PERSONAL PROFILE

E: Essential D: Desirable

QUALIFICATIONS

British Triathlon Level 3 coach or equivalent qualification or experience (E)

KNOWLEDGE

An understanding of Long Term Athlete Development (E)

An understanding of elite high performance sport and the mental and physical requirements to achieve Olympic triathlon success (E)

An understanding of young elite competitors' needs (E)

An understanding of elite coach development (E)

Technical (swim, bike, run, transition) knowledge (E)

An awareness of the use of sports science and medicine in elite athlete preparation (E)

An understanding and sensitive to ethical issues sport including anti-doping and child protection (E)

An understanding of "grassroots" sport and the challenges of developing a performance infrastructure

EXPERIENCE	<p>Substantial triathlon coaching experience including coaching young people and elite athletes</p> <p>Some experience of managing others (D)</p> <p>Some experience of developing and mentoring coaches (E)</p> <p>Some experience of administration and managing budgets (E)</p>
SKILLS	<p>Is able to work independently and as part of a team</p> <p>Has the ability to demonstrate empathy with elite athletes and to command their respect</p> <p>An ability to coach and mentor coaches(E)</p> <p>Is able to negotiate with others and has strong networking skills</p> <p>Excellent written, spoken and listening skills (E)</p> <p>Leads by example, able to manage self and influence others (E)</p>
COMMITMENT TO EXCELLENCE	<p>Commitment towards achieving excellence in triathlon within the framework of the British Triathlon's and Welsh Triathlon's performance system as defined by delivering medals at all levels from junior to senior elite (E)</p>
PASSION AND DRIVE	<p>Is able to enthuse others, self-starter, motivated by the achievement of excellence (E)</p>
OTHER REQUIREMENTS	<p>Computer literate, full driving license, able to spend periods of time away from home at weekends and evenings (E)</p>

