

<b>Job Title:</b>	Performance Pathway Manager	<b>Reporting to:</b>	Strategy and Development Manager
<b>Department/Group:</b>	Development and Performance Pathway	<b>Employee Location:</b>	Flexible
<b>Company Location:</b>	Weightlifting Wales, Canolfan Brailsford, Bangor University, Ffriddoed Road, Bangor, Gwynedd LL57 2EH.	<b>Key Interface:</b>	Weightlifting Wales performance sub-committee and colleagues, academies, licenced clubs, Commonwealth Games Wales, Sport Wales, Disability Sport Wales, UK Anti-Doping and British Weightlifting.
<b>Salary Range:</b>	£30,000 per annum	<b>Working Hours:</b>	37.5 hours per week
<b>Company Web Link:</b>	<a href="https://weightlifting.wales">https://weightlifting.wales</a>		

### Job Description

#### JOB SUMMARY

To deliver key elements of the Weightlifting Wales strategy for building champions and to support in other strategic areas: developing our people and working together.

#### **ROLE AND RESPONSIBILITIES:**

##### **Building Champions**

- Work with Board's performance sub-committee to review and deliver all aspects of the Weightlifting and Para Powerlifting performance and development pathways, to include selection, policy drafting, athlete funding and talent campaigns.
- Lead team meetings.
- Manage the pathway budget.
- Responsible for delivering the Weightlifting and Para Powerlifting international competition programme for elite and developing athletes.
- Provide leadership at training and preparation camps and at international events, including as required, acting as head coach and/or team manager.
- Establish an inclusive athlete development pathway, creating environments where athletes and coaches can thrive.
- Deliver and review an inter-disciplinary support services programme that will enhance athlete development.
- Work with Sport Wales to plan development and performance projects which support athletes, coaches and parents.
- Publicise the successes of pathway programmes.

##### **Developing our People**

- Build and lead a coaching workforce of Weightlifting Wales colleagues and academy coaches.
- Provide guidance to coaches for planning and reviewing individualised training programmes for funded athletes.
- Mentor the academy coaches supporting Weightlifting Wales staff at international events and training camps to ensure their continued development.
- Contribute to the development of an academy coach education programme.
- Provide support for athletes in transition, beyond their senior competitive careers.

### **Working Together**

- Support partnership building with key stakeholders and other strength / power based national governing bodies, developing academy programmes and talent transfer pathways to and from Weightlifting Wales.
- Work with Weightlifting Wales staff to plan generic conditioning programmes for national governing bodies whose athletes are using academies for conditioning.
- Promote the signposting of national governing body pathway athletes to academy strength and conditioning programmes.
- Manage development and performance relationships with colleagues at Disability Sport Wales, Commonwealth Games Wales, Sport Wales, UK Anti-Doping and British Weightlifting.

This list is not to be regarded as exclusive or exhaustive as there may be other duties and requirements associated with the post which the organisation may call upon the post holder to perform.

The post holder must ensure that equality standards are met on a daily basis and that the equality policy is adhered to.

### **PERSON SPECIFICATION**

**THE SUCCESSFUL CANDIDATE WILL HAVE EXPERIENCE, KNOWLEDGE, SKILLS AND ATTRIBUTES IN THE FOLLOWING AREAS:**

#### **EXPERIENCE**

- Coaching at elite and development levels.
- Translating performance targets into delivery plans.
- Working independently and as part of a performance team.
- Integrating sport science, sport medicine and training programmes.
- Generating, implementing and monitoring plans and budgets.

#### **KNOWLEDGE**

- International level competition circuits.
- International level training methodology and practice.
- Skill and physiological development principles behind the long-term development of athletes.
- Sport science and sport medicine principles.
- Safeguarding legislation.

#### **SKILLS**

- Excellent verbal and written communication, including the ability to make presentations.
- Objective decision-making.
- Talent assessment.
- People management, with the ability to inspire, organize and motivate others.
- Building and maintaining relationships.
- Self-organization.
- Able to deliver under pressure
- Managing many projects simultaneously.
- Valid driving license.
- Enhanced DBS.

- Valid safeguarding certification.
- British Weightlifting coach license holder (within 6 months).

#### ATTRIBUTES

- Goal oriented.
- Willingness to learn and share new and innovative coaching ideas and skills.
- A good team player, able to develop trusting working relationships with athletes, parents, professional and volunteer staff from multiple agencies.
- Integrity and high ethical standards.
- Patience and perseverance when coaching others, with exceptional listening skills.
- A 'can do' attitude.

#### DESIRABLE SKILLS, KNOWLEDGE AND EXPERIENCE

- Welsh language speaker.
- Experience of coaching elite and development level weightlifters.

#### WEIGHTLIFTING WALES IS AN EQUAL OPPORTUNITIES EMPLOYER

Weightlifting Wales is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of age, disability, gender or gender assignment, marriage and civil partnership, sexual orientation, pregnancy and maternity, race, religion or belief.

The successful candidate will be expected to adhere to the Weightlifting Wales Code of Conduct and adopt Weightlifting Wales values surrounding safeguarding and equality. The successful candidate will be required to work some evenings and weekends and will be required to travel as part of this role.

The post holder will have access to support and training in a variety of job-related areas:

- Continued professional development opportunities.
- Support and supervision meetings.
- Maintaining safe working environments and other statutory obligations.