



## **JOB DESCRIPTION**

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**JOB TITLE:** Performance Pathway Manager (Skeleton)

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**DIRECT REPORTS TO:** Performance Director, Head of Performance at GB Skeleton

**SALARY:** £35,000 - £40,000

**LOCATION:**

- The normal place of work will be the BBSA headquarters at the University of Bath
  - The successful candidate will be expected to undertake such travel as is necessary to fulfil the job to the satisfaction of the Performance Director
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## **JOB PURPOSE**

- To manage the delivery of a systematic, evidenced-based Performance Pathway with a dominant focus on the Athlete Identification and Development aspects of the Pathway within the specific context of GB Skeleton's 2018/2022/2026 World Class plan. The outcome being an oversupply of athletes making the required benchmarks at Talent, and Development and Elite level of the World Class Programme
  - To ensure that all athletes are provided with the quality accelerated coaching, development training and focussed competition opportunities needed to win medals, measuring individual progress against medal winning trajectories for the sport's most promising 2018/2022/2026 medal prospects
  - Operate as a Senior Member of the World Class Performance team, ensuring senior international trends and gap analysis are continually considered and that intelligence and insights at Podium level are continually cascaded down the performance pathway
  - Drive the development of the coaching curriculum and Pathway structure, ensuring that all coaches work within the coach athlete platform framework
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## KEY RESPONSIBILITIES, TASKS AND ACTIVITIES

### **1. Talent Athlete Recruitment and Confirmation**

- In conjunction with the Lead Talent Coach and the wider coaching/support team, plan and deliver an annual/biannual talent recruitment and confirmation program as required by the WCPP needs, to include:
  - **Phase 1:** General physical screening and testing (e.g. Sprints, Jumps, Power)
  - **Phase 2:** Sport specific testing (e.g. Push Track, Sled pulls)
  - **Phase 3:** Multidisciplinary testing (e.g. Vision testing, Problem solving, Driver potential, Psychology interviews, Behavioural observations)
  - **Phase 4:** Ice Confirmation Camp
- Manage the recruitment campaign venue bookings and logistics, and manage communication with athletes throughout the process. Where needed seek support from external supporting agencies such as EIS and UKSport
- Develop a multidisciplinary benchmarking practice that robustly examine a newly selected athletes coachability and future 'headroom'.
- Review current recruitment processes and develop a robust long term strategy for recruiting and inducting new athletes into the sport.
- Work in partnership with the Sport Science and Sport Medicine (SSSM) team, WCPP coaches and researchers in the field of 'TID and Expertise', to develop and validate Skeleton specific talent profiles and ensure accurate profiling of athlete potential and performance.
- Where appropriate, undertake other innovative, specialist projects to fill critical talent gaps identified in the performance pipeline for 2022/2026 and/or novel strategies that may accelerate movement up the pipeline i.e. talent transfer

### **2. Pathway Management**

- Work with Senior Management, to design and deliver a comprehensive annual plan dovetailing all aspects of the Pathway and ensuring that Coaches and key support staff have where needed critical input and are available in the right location at the right time to accelerate the development of 2018/2022/2026 identified athletes.

- Ensure that all summer and winter camps are planned to maximise performance impact and meet the needs of all areas of the programme (management/coaches/athletes)
- Support the logistical operations team in the central BBSA office to ensure all travelling personnel are looked after optimally and that logistical needs on the circuit are cost efficient and performance enhancing
- To work with senior management and lead the annual PPC review process and ensure APA's are reviewed and communicated to UKSport
- Actively engage and, where appropriate, seek direct support from Performance Pathway Teams e.g. EIS, to complete the annual Performance Pathway Health Check and to refine key components and/or respond to challenges identified in the Pathway Health Check

### **3. Tracking and Monitoring**

- Work with The Head of Performance on continuing the development of a Pathway Curriculum and Profiling System as part of C.A.P that captures real-time key development markers of identified athletes from Talent level progressing through to Elite level of the WCPP
- Where identified, undertake discrete research projects that provide a evidence base to understanding accurate Talent Identification markers and patterns of performance development in Skeleton.
- Work with the Data Analysis team to ensure regular gap analysis of the international sporting environment in Skeleton occurs, pinpointing threats and opportunities that ultimately inform the timing and targeting of future talent recruitment events
- Ensure that the WCPP Performance progression criterias and talent benchmarking frameworks are consistently reviewed and updated and that all WCPP athletes are plotted on these curves in readiness for the annual review process
- Lead on the planning of the athlete annual Performance Progression Interview process

The post holder shares with all colleagues the responsibility:

- i. for making suggestions to improve the working situation and contribute to positive employee relations within their area of work and the BBSA as a whole;
- ii. to cooperate with measures introduced to ensure there is equality of opportunity in employment and sports equity; and in addition for post holders with a management responsibility to encourage their staff to ensure that they comply with all aspects of the equal opportunities in employment and sports equity policies and practices
- iii. for ensuring that the working environment is free of sexual and racial harassment and intimidation and any other form of harassment constituting unacceptable behaviour which is personally offensive

- iv. to comply with all aspects of the BBSA Health and Safety Policy and arrangements

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the organisation.