



Performance Director (Bobsleigh)

Job Description

Role

Performance Director (Bobsleigh)

Role Profile

Reports to: Board Director(s) Bobsleigh

Direct Reports: Ice Performance Coach; Athlete Performance Development Leads; Technical Performance Manager; Talent ID Development Manager; Administrative Assistant

Location: Bath but with additional UK and worldwide travel

Salary: To be negotiated

Role Purpose

The Performance Director is responsible for the development, management and results of all national team programmes and initiatives and for the planning and execution of development programmes capable of producing future world calibre national team athletes. The Performance Director will play an influential role in developing and delivering the Strategic Plan for British Bobsleigh 2020-2026. The Performance Director will also be expected to provide effective and inspirational leadership of a world class programme towards our ambitions, as well as ensuring tight financial control of all expenditure

Mission

To train and develop Olympic and world class Bobsleigh champions

Key Objectives:

- Become a Top 3 Olympic and Paralympic Bobsleigh nation by 2026, with strength and depth at every level
- Develop athletes to win medals at the Junior and Senior World Championships and Olympic Winter Games and Paralympic Winter Games

The Performance Director/Head Coach will be responsible for leading the translation of these ambitions into reality and for enabling the delivery of the performance strategy so that we achieve

the Olympic cycle and annual medal targets across the Olympic and Paralympic programmes within British Bobsleigh.

The Priorities for the Role are:

- Manage and develop a high-performance culture within British Bobsleigh, therefore creating the potential for Olympic and World Class champions for the future
- Deliver progressive competitive results from current top 15 to a consistent top 6 and/or podium across all bobsleigh competitions
- Work with and support the coaching staff and other members of the senior bobsleigh leadership team to provide thought leadership and strategic direction for the World Class Performance Programmes within British Bobsleigh, including the development of the Women's, Para and Youth streams of the programme
- Build positive and mutually beneficial relationships with key partners, including UK Sport, EIS, BOA, University of Bath and partners and Sponsors
- Provide overall management of all resources (including financial) within the World Class Elite and Talent-ID Development programmes
- Collaborate with the bobsleigh advisory group to ensure a robust and fully UK Sport compliant athlete selection process for Elite, Talent ID, Para and Youth national teams
- Assist in developing sponsorship opportunities for bobsleigh and the BBSA working alongside the nominated BBSA Director and member(s) of staff
- Work effectively with the BBSA Board and Director(s) of British Bobsleigh to ensure there is integration and wider organisational support in areas such as strategy development, athlete communications, governance and compliance with the International governing body (IBSF), performance reporting, accountability and scrutiny

Key Responsibilities:

Performance Leadership

- Provide leadership, management and strategic direction for the Olympic and Paralympic programmes within British Bobsleigh
- Provide management support for the bobsleigh coaching staff, technicians and administration team
- Design and implement an agreed coaching strategy; leading and managing the coaches in the programme to ensure that they are equipped with the right skills, knowledge, resources and experience to optimise the performance of the programme athletes

- Work with the Athlete Development Coaches to produce world class athletes within the bobsleigh programme for both Olympic and Paralympic disciplines
- Work with the Performance Leads, Technical Lead and Support Staff to ensure the performance trajectory of our talented athletes is positively impacted by contemporary world class support services, including training philosophies, equipment, clothing technologies, sports science, injury prevention and training facilities
- Report to the Director(s) of Bobsleigh and the Board on the strategic and operational plans and budgets for execution of all aspects of the programme

Business Leadership

- Play a full part in the collective responsibility for setting the strategic direction for the whole sport through the BBSA Bobsleigh Strategic Plan, resulting in increased levels of participation and performance for Men, Women, Para and Youth
- Ensure the effective day-to-day management of the delivery of the operational plan for the performance departments, direct reports and contracted support team
- Work with the BBSA Board to ensure cross departmental integration and collaboration for maximising delivery of the strategic performance plan
- Hold responsibility for devising the annual performance budget and ensure that all expenditure and costs are kept within the Board approved budget

Working relationships, developing others and high-performance team culture

- Work closely with UK Sport, EIS, BOA, University of Bath and British Skeleton in promoting the Bobsleigh World Class Performance Programme
- Work positively with athletes, teams and external parties that make a contribution to the talent pathways and performance environment within the sport (e.g., coaching and competition)
- Maintain a good relationship with all press and media, working with the Board and BBSA Communications Lead to ensure that the integrity of the Performance function is maintained at all times
- Develop a strong working relationship with the IBSF in relation to the development of Olympic/Paralympic disciplines and major events
- Build effective relationships and drive collaboration with BBSA Board, including coaching, governance and compliance, marketing and communications in order to maximise performance and other business wide objectives

- Develop a strong and open relationship with all BBSA staff but, in particular, with the Head of Finance to ensure fiscal compliance and effective financial management
- Personal commitment to creating a culture of collaboration, team working, innovation and support

Knowledge, Skills and Expertise

- A background of successfully leading and operating in elite sport at the highest level
- A comprehensive understanding of coaching, international competition and talent pathways
- Strong planning and organisation skills
- Ability to manage budgets and maximise resources
- Experience of working with multiple partners, stakeholders and volunteers to achieve success, including working with public funding agencies
- A broad understanding of governance and a proven commitment to operating within a strong policy framework
- A commitment to safeguarding young people in a talent environment

Expected Behaviours

- Outstanding communication skills - written, verbal and presentation
- Resilience and stamina
- Significant and proven experience in being able to influence others
- Commitment to equality and diversity
- Balanced decision making with high emotional intelligence
- Motivated and results orientated, with the drive to take tough decisions and continuously raise the bar and achieve targets
- Strategic thinker - can establish a vision, provide direction and inspire followership
- Strong planning and organisation skills and adept at managing change
- A team player with an open and consultative style and optimistic approach
- Good self-awareness and emotional intelligence
- Ability to develop and maintain strategic relationships and to build trust and confidence with key stakeholders
- Commitment to strengthening collaboration across disciplines and to optimise performance pathways and athlete progression where possible

How to Apply

Applications: please send a covering email with your CV to office@thebbsa.co.uk

Deadline: April 17th 2020