



British Skeleton Performance Director

Working Context

Since the inception of the Skeleton World Class Performance Programme (WCPP) in 2002, British Skeleton have won up to 280 medals across all international race series, notably with a total of 1 male Bronze and 6 female medals at successive Olympics, including Bronze in 2002, Silver in 2006 and Gold in 2010 & 2014.

In PyeongChang 2018, the Skeleton WCPP won an unprecedented 3 Medals, a Women's Gold and Bronze, and a Men's Bronze. To illustrate the depth of the programme, in this last Olympic Cycle the Skeleton WCPP won 70 medals across all international race series, including World Championships, World Cups, Intercontinental Cups, European Cups and Olympic Winter Games.

The impact of sustained, world class investment into British Skeleton has seen the development of a unique and very special British system of success - a way of identifying and developing athletes which is globally admired and an exemplar given there is no ice track in the UK. This has developed deep and significant expertise in the GB programmes, which will be further built on for future Olympic Cycles by the next generation of athletes, coaches and performance support staff.

Job Purpose

The British Skeleton Performance Director is responsible for the continued success of the WCPP. He/she has a wide range of performance responsibilities but primarily provides inspirational leadership in guiding highly-talented athletes, staff, stakeholders and partners to work together to achieve continued world-class success that inspires the nation.

The Performance Director will drive a world class environment and medal winning culture across the whole programme through the building of strong relationships with athletes, coaches, technical support, management and administrative staff, key partners and stakeholders.

The role is to lead and direct the Men's and Women's WCPP programmes, to achieve medal-winning success at international competitions including Continental, Intercontinental, World Championships and Olympic Games, in line with the targets agreed with UK Sport. She/he will work closely with the Skeleton Performance Leadership team to implement a multi-dimensional support programme, incorporating experts in the delivery of coaching, technical support services such as research and innovation, sport science and medical support, athlete welfare and wellbeing to ensure the optimum needs of the athletes are met.



The British Skeleton WCPP has the following key strategic objectives for the period 2018 - 2022:

1. Repeated Medal Success

(Win medals at Olympic Games, World Championships and World Cups)

2. Efficient High-Performance Programme

(Optimise the Performance Pathway, systemically identifying and developing future medal contenders)

3. Progressive System and People

(Recruit, retain and succession plan for exceptional people that facilitate a competitive advantage for British Skeleton)

4. High Performance Leadership and Culture

(Optimise and develop the working environment through effective and inspirational leadership, prioritisation and facility and resource management, ensuring that the collaborative working practices of a high-performing team are achieved)

Key Priorities

- To provide inspirational leadership, management and strategic direction for all aspects of the Skeleton World Class Performance Programme (WCPP)
- To enable coaches, athletes and support staff to further refine “What it Takes to Win” models and ensure that the models are understood and translated into the daily operating environment within the British Skeleton Team
- To maintain and continue to build on a well-established culture and climate that has evolved over successive Olympic Games cycles. Further refine and uphold the unique WCPP culture that drives consistency across training, competition and all other environments
- To provide leadership to ensure the continued evolution of the world class research and innovation programme
- Oversee and guide the evolution of the world beating talent identification (TID) and development programme to ensure a high quality pipeline of future medal contenders
- Ensure the delivery of Key Performance Indicators (KPIs) within the Strategic Plan.

Key Accountabilities

Performance Leadership

- Further deepen the British Skeleton vision, and performance strategy, which continuously raises performance and athlete development standards. Continue to deliver and further enhance an existing environment and high-performance culture that enables athletes to strive for medal winning success
- Support and guide the British Skeleton performance staff to deliver on core objectives developing clear and achievable targets. Provide effective leadership and management to the British Skeleton performance staff and ensure they have the appropriate support and structures to implement their performance goals



- Support and guide key performance staff to implement a multi-dimensional support programme to ensure the optimum needs of the athletes are met. With key performance staff, continually refine the Coach-Athlete relationships to implement high standards across the pathway
- Oversee the British Skeleton Performance Innovation Strategy, including the partnership working with the EIS Performance Innovation Department
- Align structure to the new Beijing strategy and ensure role clarity for all members of the team and manage an effective financial and performance management system
- Support and guide key performance staff to ensure the performance trajectory of athletes is positively impacted by world class integrated technical support service delivery such as sports science and medicine service, data analysis and injury and illness prevention strategies. Technical support services are fully aligned and integrated to delivering against “What it Takes to Win” models
- Support the delivery of targeted TID Confirmation and Development Programmes
- Report to a Performance Management Board (PMG) the progress of the WCPP and its trajectory towards achieving Games time targets.

Business Leadership

- Effectively establish, manage and monitor all delegated budgets within authorised expenditures categories and policies in line with the funding available. Produce the necessary financial reports required to the designated PMG/Board and UK Sport
- Secure and maximise the optimum training and working environments looking to ensure the best return on investment for British Skeleton
- Maximise the opportunities to strengthen British Skeleton’s relationship and return from its commercial partnerships
- Develop a commercial strategy that identifies all British Skeleton assets and maximise financial return. Identify new and innovative commercial partnerships.

Relationship Management

- Build effective working relationships which includes a national and international relations strategy, which identifies how to influence future direction of Skeleton
- Manage, develop and maintain relationships with National and International Organisations and commercial and technical partners that build on GB’s status on the World stage. This includes strong relationships with the International Bobsleigh & Skeleton Federation (IBSF), other National Federations, UK Sport, EIS, BOA, UKAD, University of Bath etc. as well as with programme athletes and support staff so that key WCPP goals are supported and achieved



- Maintain a highly effective working relationship with all press and media, working to ensure that the integrity of the programme is maintained and success positively showcased.

Knowledge Skills and Experience

Essential

- A formidable track record of leading a successful performance team operating in elite sport at the highest level
- A comprehensive understanding of elite level coaching, performance support services, performance innovation, international competition and TID and performance pathways to drive continued success
- Experience of working with multiple partners and stakeholders to achieve success including working with public funding agencies (such as UK Sport), international federations, sponsors and media

Desirable

- Experience of high performance sport involving the optimisation of equipment, clothing etc, applying up to date research and innovation

A key requirement in this role will be the need to travel nationally and internationally to manage key relationships and ensure full support of coaches and athletes. Whilst the role is based in Bath, it does have a significant international dimension (up to 150 days per year offshore), given that the programme is part of various competition circuits around the world during the winter. Other international travel will be required during the 'off season', including but not limited to the IBSF Congress each year and other IBSF Commission events.