



## WCPP PATHWAY MANAGER

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### PERSON SPECIFICATION

#### Qualifications

- Educated to degree level within sports management, sports development or sports science and or elite level coaching

#### Experience

- Minimum of five years working in a multi-disciplinary manner within high performance sport. This experience should include line management duties and frontline work with elite and development level athletes and work within national teams
- Evidence of managing individuals whilst implementing change strategies successfully within high performance environments
- Experience of leading, planning, and implementing a talent programme inclusive of identification and development programmes within a high performance sport.
- Demonstrate an ability to analyse the effectiveness of sports performance pathways and identify specific interventions to increase promotion rates of athletes within it
- Experience in collecting, analysing and explaining complex data associated with performance prediction within high performance sports programmes
- Knowledge and experience of elite level Coaching and/or detailed knowledge and understanding of international Skeleton
- A proven ability to communicate complex information, orally and in writing, in terms that are easily understood by a range of audiences and stakeholders

## **Knowledge**

- Applied knowledge of the UK World Class sporting system from a performance and talent perspective
- Knowledge and understanding of the needs of elite coaches, in particular those working at the Olympic Development and Podium level preparing athletes for the international level competition i.e. World Championships and Olympic Games.
- A thorough technical understanding of the principles that underpin effective Talent Identification and athlete development within a performance environment
- An understanding of the various coaching and sports science disciplines that support high performance
- A sound understanding of the pedagogical development of elite level athletes
- Knowledge and understanding of the issues faced by programme leaders responsible for developing athletes for senior international success

## **Skills and Abilities**

- Exceptional interpersonal skills such as the ability to influence, persuade and present compelling cases for improved practices amongst relevant stakeholders - comfortable being a 'change agent' and supporting others through change
- Excellent problem solving and decision-making skills.
- Strong statistical abilities
- A creative thinker with the tenacity and confidence to see things through to implementation and completion
- Ability to lead and inspire others to achieve goals
- A willingness to challenge existing paradigms in a constructive and meaningful way and provide alternative perspective combined with the ability to accept challenge and conflict in a positive manner
- Can think strategically but can also translate strategy into effective delivery models of best practice
- The ability to effectively manage up and downwards with an array of critical stakeholders
- An ability to work under pressure, and to balance conflicting demands and meet tight deadlines

- Use of technological systems for creation, storage and dissemination of information
- Proven use of IT systems and high level of competency in the use of MS Office, Excel, Access and PowerPoint