

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE: Performance Team Development Director World Class Programme
REPORTS TO: Performance Director
SALARY: Commensurate with experience and qualifications

JOB PURPOSE

- Design, implement and manage a world-leading performance team development programme, to assist Aquatics GB (AGB) to meet its World Class programme (WCP) goals
- Lead delivery the following components of the world class programme across all Olympic and Paralympic aquatics programmes:
 - Performance coach development (WCP and talent levels)
 - Support staff development
 - Psychology
 - Performance lifestyle
 - Female performance development project
- Lead on cultural assurance for our daily training and national team environments
- Provide appropriate leadership and direction to key service areas, specifically performance psychology and performance lifestyle
- Represent the Performance Team Development Department on the AGB World Class Leadership Team (WCLT)
- Oversee a World Class performance programme as directed by the Performance Director

JOB LOCATION:

- The normal place of work will be a nominated Aquatics GB office as agreed with the Performance Director
- The role will involve necessary travel to fulfil the role to the satisfaction of AGB and will need to work unsocial hours. The role will include evening and weekend work plus travelling with overnight stays, within the UK and overseas

KEY RESPONSIBILITIES:

Performance Team Development

- Audit the people development needs across the World Class programme and develop an appropriate performance team development strategy and action plan
- Design and deliver an effective programme debrief system across the Olympic and Paralympic disciplines
- Design and deliver fit for purpose process for athlete and staff induction
- Manage the performance team development budget and line manage identified staff
- Align programmes with UK Sport initiatives and those of other partners where appropriate and maximise available people development resources
- Oversee the development and implementation of an effective AGB Team Manager development programme that aligns with the WCP culture of building resilience and independence for staff and athletes on all AGB competitions and camps
- In conjunction with the GB Head Coaches, ensure that AGB performance centres are aligned to AGB performance team culture and behaviours

Performance Coach Development

- Work with the Head of Performance Coach Development to:
 - Develop an AGB performance coach development strategy
 - Oversee the design, delivery and management of an innovative elite coach development programme for identified coaches working in the AGB high performance system
 - Provide strategic leadership for performance coach professional development within AGB

Performance Psychology

- Lead the development and implementation of a comprehensive cross-aquatics performance psychology strategy
- Identify and implement performance psychology projects aligned to WCP strategic priorities
- Ensure performance psychology is embedded into multi-disciplinary performance teams that aligns with the WCP philosophy of building independent and resilient athletes capable of performing well on the highest world stage (Paralympics, Olympics and World Championships)
- Line manage identified psychology staff
- Evaluate the impact of psychology projects and services, reporting back to WCLT

Performance Lifestyle

- Lead on the development and implementation of a comprehensive cross-aquatics performance lifestyle strategy
- Identify and implement performance lifestyle projects in keeping with WCP strategic priorities
- Ensure performance lifestyle is embedded into multi-disciplinary performance teams that aligns with the WCP philosophy of building independent and resilient athletes capable of performing well on the highest world stage (Paralympics, Olympics and World Championships)
- Line manage identified performance lifestyle staff
- Evaluate the impact of performance lifestyle projects and services, reporting back to WCLT
- Liaise with UKSI to ensure the effective delivery of the overall AGB performance lifestyle programme

Female Performance Development

- Oversee the implementation of all aspects of our female performance development project, specifically:
 - Establishment of a specialist interdisciplinary female performance advisory group
 - Overseeing a programme of research work underpinned by an applied interdisciplinary PhD's targeting key performance questions relating to female performance in the aquatics
 - Initiate and manage inter-organisational collaboration with UKSI, home nations, higher education and industry to create a structured programme of education and personal development in the area of female performance tailored to the WCP aquatic disciplines
- Oversee a programme of work that positively impacts female performance in AGB

Programme Debriefs

- In collaboration with WCLT and sport-specific leadership teams, plan and deliver fit for purpose annual programme debrief activity
- Work with the Performance Strategy and Operations Director to fulfil all review and debrief reporting to UK Sport
- In conjunction with the WCLT develop an action plan to monitor the delivery and impact of debrief structures across the WCP

Programme Management

- Chair and lead a discipline leadership team as agreed with Performance Director
- Oversee the camps and competitions programme for any agreed discipline to ensure it meets budget
- Oversee the culture and performance of an agreed discipline to align with AGB performance department objectives

General

- Provide updates to WCLT on the impact of the performance team development programme
- Develop and manage relationships as required with relevant external partners and stakeholders such as other Olympic and Paralympic sports, UKSI, UK Sport, British Olympic Association and British Paralympic Association
- Drive own personal development plan, actively identifying new areas for learning and committing to a culture of continuous improvement
- Undertake any other duties as required by the Performance Director
- Comply with all AGB policies and procedures as set down by AGB and particular policies relating to diversity, equity and inclusion and sustainability

KEY RESULT AREAS

- Development of an effective 'high challenge, high support' culture across the WCP
- A suite of high-quality performance team development opportunities provided to performance staff operating in the AGB high performance system
- The development of a community of self-aware performance staff and performance team members that embrace a culture of continual improvement and learning
- Improved coaching and support service performance at major international competitions
- A large number of high-quality staff are able to deliver their best performances at Olympic and Paralympic Games and World Championships
- Performance team staff work collaboratively and challenge appropriately to ensure that AGB athletes have the greatest opportunity to win medals on the world stage – Paralympic, Olympic and World Championships
- Performance Psychology and Performance Lifestyle are embedded into multi-disciplinary performance teams that aligns with the WCP philosophy of building independent and resilient athletes capable of performing well on the highest world stage

KEY INTERNAL AND EXTERNAL CONTACTS

- World Class Leadership Team
- World Class programme staff and athletes
- UKSI
- UK Sport
- Home nation sports institutes
- Home nations

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 light of the changing needs of the World Class Programme and/or Aquatics GB.

PERSON SPECIFICATION

| Criteria | Essential | Desirable |
|----------------|---|--|
| Qualifications | <ul style="list-style-type: none"> Psychology degree (sport, clinical, organisational) or equivalent | <ul style="list-style-type: none"> Post graduate level psychology degree and advanced sport-specific coaching qualification or equivalent |
| Experience | <ul style="list-style-type: none"> Proven track record mentoring or developing high-performance coaches and athletes to achieve their full potential Successful track record of planning, and managing people-performance development programmes within Olympic Games or senior World Championship level sport Demonstrated track record in developing consistent frameworks for high-performance coach and support staff individual performance plans Experience of successful collaborative work in a multi- disciplinary team (coaching, sports science, psychology, sports medicine, performance lifestyle) In-depth understanding of the stages in elite coach and practitioner development Experience working as a psychologist within high performance systems | <ul style="list-style-type: none"> Experience of developing coaches and/or support staff at 'senior World championship' or Olympic level Extensive relevant experience working strategically and as part of a senior leadership team in high performance sport at Olympic or Paralympic level Created and led a successful bespoke coach mentoring or people-development programmes Knowledge of British high performance sport and funding systems First-hand knowledge of the Aquatics GB development pathway |
| Skills | <ul style="list-style-type: none"> Proven exceptional interpersonal and leadership skills such as the ability to effectively influence and persuade Comfortable being a positive 'change agent' and acts decisively Innovator who actively seeks new ideas. Adopts creative approaches to challenge assumptions and provides performance solutions Uses performance trends and data analysis to inform strategies to make performance gains | <ul style="list-style-type: none"> Considers knowledge of other nations and/or other sports' strategies and performance systems to inform decisions Proven 'collaborator' who is able to work effectively with senior leaders, head coaches and support staff to ensure a 'high-challenge, high-support' culture is cultivated across all |

| Criteria | Essential | Desirable |
|-----------------------------|--|--|
| | <ul style="list-style-type: none"> • Uses a systematic, consistent and documented approach to athlete and coach profiling, monitoring and evaluation • Demonstrated ability to assess elite sport performance centre and national team environments and make appropriate interventions to enable a thriving growth culture | <p>AGB elite training and competition environments</p> |
| <p>Mentoring Behaviours</p> | <ul style="list-style-type: none"> • Demonstrates an in-depth understanding of high-performance coaching and applied performance psychology methodologies • As the key interface of the WCP, acts as a positive influence and promotes high standards of coaching and people development practices • Sets stretch goals for self and others. Positively supports coaches and support staff in fulfilling their goals • Proven ability to present compelling cases for improved psychological and coaching practices that assist WCP athletes to achieve their full potential • Provides timely and appropriate feedback on performance and reinforcement of effort and progress • Exemplary verbal communication skills employed to ensure messages are understood by different stakeholders, to maintain engagement and gain acceptance of national frameworks. Checks understanding, attentive to others and interprets correctly • Establishes good interpersonal relationships with insight; makes people feel valued, appreciated and included | |

| Criteria | Essential | Desirable |
|------------|--|-----------|
| Excellence | <ul style="list-style-type: none"> • Strong desire to excel at whatever task is at hand • Sets 'best practice' standards for all areas of the WCP.reinforcement of effort and progress | |

