

Triathlon Ireland



National Programme Coach

Reports to:

Performance Director

Contract Type:

Fixed 'Supply of Service'
Contract until December
2024 (approximately 80-100
days per year)

Job based at:

Home; Sports Campus, Dublin; International Camps and
extensive travel domestically and internationally required.

Key Interface will include:

CEO; Development Team; National Pathways Coach; HP
Unit Manager and Support Staff.

Salary:

Competitive

Budget Responsibility:

No

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Overview

Triathlon Ireland (TI) is looking to contract a National Squad Support Coach, working with our Performance Director to play a key role in the realisation of our strategy; and the development of our Team Ireland culture and values for the next two years in the lead up to the 2024 Paris Olympics.

Working with Triathlon Ireland's Performance Director, the National Programme Coach will provide leadership and direction across the TI National Senior Squad through our three International Camps annually and multiple international competitions.

The National Programme Coach will ensure there is a clear plan for the direction and structure of camps and international races as part of the organisation's implementation plan of the Sport Ireland Tokyo Games Review recommendations.

Creating clear High Performance structures on international camps and international competitions to ensure performance environments for all National Squad athletes to thrive is critical to the delivery of TI's implementation of the 2021 Tokyo Review.

A key objective of this will be the support and development of exceptional people to deliver international success, both athletes and coaches.

This is a 'hands on' coaching role.

Working with the Performance Director, the National Programme Coach will create a cohesive and collaborative 'Team Ireland culture' supported by the development of the Mixed Team Relay.

Add value and influence the daily training environment of the National Squad athletes on the international camps and international competition.

To support and develop athletes at Europe Triathlon Cups; World Triathlon Cups; World Triathlon Championship Series and internationally for the Mixed Team Relay.

Key Responsibilities

Management and Leadership

- Support the planning and delivery of the TI National Programme focussing on the three TI International Camps annually; domestic and international competitions.
- In conjunction with personal coaches, to establish individual goals and objectives for training and competition.
- To Provide feedback through camps and races to athletes and coaches in order to aid learning and support individual development.
- In conjunction with the Performance Director, to drive, develop and support World Class culture within the National Squads, aligned to the TI/HP Unit Core Values.
- Contribute to and support the development of TI Coaches working on camps and supporting international competition.
- Lead on ensuring High Performance is a standard bearer on best practice safeguarding and ensuring the performance culture is aligned with the values of safe sport.
- Actively promote and align with TI organisational values.
- Key team member for TI's delivery of successful team preparation for international camps and competition.

Performance

- Provide technical and training development expertise to the athletes and coaches in terms of their individual training and competition programmes.
- Provide strategic and technical expertise to the Performance Director in the planning and periodisation for the National Squad, for camps and for competition programmes.
- An ability to coordinate and add value to multidisciplinary teams, including coaches and experts to enhance the successful delivery of the athlete pathway.
- Track and monitor the athletes' trajectory against the relevant standard for their developmental stage and progression to World Class.
- Work with the Performance Director to set long and short-term performance targets for the National squad elite and U23, including the MTR.
- An understanding of performance and the critical performance factors (culture, mental skills, physical skills, technical and tactical skills).

Planning

- Support the Director of Performance to plan, deliver and review coaching for camps, competitions and any coach cover that may be required.
- Provide feedback to athletes and coaches on a regular basis after camps, competitions to monitor and support progress.
- In conjunction with the Performance Director, agree and plan camps; races; lead, manage and coach where appropriate.

General

- Provide support and advice to TI staff and volunteers working in High Performance activity within the National squads.
- Help develop and maintain a successful image and profile for the HP unit programmes in Ireland and worldwide.

Communication

- Outstanding written and verbal communication skills
- Excellent organisational and administration skills
- Strong interpersonal skills including high integrity and the capability to build trusting relationships with coaches, athletes and other team staff.
- Demonstrated collaborative style and political understanding to work positively in partnership with our key stakeholders, internal and external for problem solving and positive outcomes.

Person Specification (General)

QUALIFICATIONS

Essential

- Undergraduate degree in Sports Coaching; PE; Sports Management; Level 2 NGB Triathlon Qualification or a related field.

Desirable

- A NGB Level 3 Triathlon Qualification in swimming, biking and running.

Relevant Skills and/or Aptitudes

- An ability to work effectively within a team of athletes and staff.
- Strong interpersonal skills with an ability to build and maintain relationships – with athletes and coaches alike - in a performance environment.

- Excellent communication skills – communicates effectively, clearly and confidently in written, verbal and electronic forms.
- Self-motivated with a demonstrable commitment to learning, self-development and personal development.
- A passion for coaching and developing people.
- Understands the needs of others, and able to effectively build relationships with a range of people.
- Excellent communication skills – communicates effectively, clearly, and confidently in written, verbal, and electronic forms.
- Works independently and under own initiative, proactively seeking out support and guidance when required
- Commitment to creating a challenging but supportive environment for the development of athletes, coaches, and support staff.
- Treats people with respect, protects confidential information, adheres to the company's policies.

Knowledge and Experience

Essential

- International triathlon coaching experience and a proven track record of developing and delivering athletes at U23 and senior level.
- Experience of leading and supporting an international team racing in the Mixed Team relay.
- Experience of sports coaching and supporting people to achieve a goal.
- An understanding of the principles of long-term athlete development.
- Experience of working in a team to deliver mutually agreed goals.
- An understanding of the principles of athlete performance planning and the management of load for young athletes.
- An understanding of ethical and safeguarding issues in sport including Anti-Doping, Child Protection and mental health & wellbeing.

Desirable

- Experience of working within either an NGB or international group.
- Evidence of driving/supporting to drive a high performing programme.
- An understanding of the use of sports science and medicine in developing athlete performance

Applications

To apply for this role, please send a CV and Cover Letter to petra@triathlonireland.com by 17:00 on 24th October 2022.