

Role Profile

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| Job Title: | Head of Performance Programmes |
| Salary/Banding: | Competitive (dependent upon experience) |
| Role Holder: | |
| Department: | Performance |
| Location: | Lilleshall National Sports Centre |
| Reporting to: | Performance Director |

Role Summary:

The purpose of this role is to contribute to the vision and mission of the British Gymnastics Performance Team through the provision of strategic and operational management of the performance operations unit of the department, ensuring effective working across the three functional areas of the Performance team and encouraging cross departmental working to ensure the successful delivery of the World Class Programme during the Tokyo cycle.

The role holder will be a member of the Performance Leadership Team and manage the delivery of the Tokyo Plan through establishing a clear and robust monitoring system that ensures all accountabilities and responsibilities are understood and tracked against the agreed KPI's. The role holder will work with and support the Performance Director in the delivery of the Performance Culture Project with the aim of developing a thriving environment with the department and world class programme.

The Head of Performance will line manage the Olympic Performance Manager, Non-Olympic Performance Manager, Performance Pathway Manager, Logistics Officer and PhD Performance Pathway Studentships.

Main areas of responsibility:

1. Tokyo Strategic Planning & Monitoring

Typical Activities:

- Design and deliver a clear, robust system that tracks and monitors the progress of all identified strategies within the Performance Departments Tokyo Plan.
- Work across the three functional areas of the department to ensure a collaborative approach to the delivery of the Tokyo plan and its agreed KPI's.
- Provide regular updates and reports to the Performance Leadership Team.

2. Athlete Management System

Typical Activities:

- Design, communicate and deliver the British Gymnastics Athlete Management System that allows an athlete's individual progression to be objectively mapped against a medal winning trajectory.
- Monitor and Manage the Individual Athlete Planning (IAP) process and Athlete Data System, in conjunction with athletes, coaches and support staff, to ensure all funded/priority athletes have an agreed plan in place that is tracked and monitored across all critical success areas.
- Where identified, undertake discrete research projects that provide a greater evidence, intelligence and insight at Podium level that is continually cascaded through the performance pathway.

3. World Class Performance Pathway

Typical Activities:

- Design, communicate and deliver British Gymnastics Performance Pathway strategy ensuring an oversupply of athletes meeting the required benchmarks at Performance Foundations to progress onto the World Class Programme.
- In collaboration with key members of the Performance Team, Home Nations' Performance leads and performing club coaches, develop a holistic framework that defines the competencies, experiences and abilities required at each stage of development in order for progression.
- Lead on the development and implement an effective induction/exit processes for athletes transitioning to/from National Programmes.
- Lead on the development and implement an effective performance profiling tool to capture athlete biographies to better understand the road to world class success.

4. Performance Operations Group Management

Typical Activities:

- Lead the Performance Operations unit of the Performance Team, ensuring the overall effectiveness of the day to day operations that supports the delivery of the World Class Programme.
- Provide effective line management to the Olympic Performance Manager, Non-Olympic Performance Manager and Performance Pathway Manager to ensure successful achievement of their targets and objectives.
- Develop mechanisms to ensure effective communication between the departments functional units – Performance Operations, Performance Coaching and Performance Science & Medicine.

5. Research

Typical Activities:

- Lead on the development of the departments research strategy that spans all three of the team's functional areas, ensuring the department is considering cutting edge practices to remain a world class programme.
- Manage discrete research projects aligned to the departments strategy.
- Line manage any research placements within the Performance Department (including PhD studentships)

6. Culture & People Development

Typical Activities:

- Provide positive, professional leadership and support an effective team culture that is striving towards fulfilling the vision and mission of the Tokyo Plan.
- Engage with and contribute to the Performance Leadership Team, supporting the tracking and monitoring of objectives, strategies and tactics within the Tokyo Plan.
- Lead on the formation and delivery of the departments People Development Programme to ensure staff are suitably trained, qualified and satisfied within their roles and their future potential progression is mapped within the team/organisation.

Role Requirements:

1. Knowledge, Skills and Expertise

- Demonstrate expert planning skills and able to lead and facilitate the inputs of athletes, coaches support staff and volunteers to optimise the implementation of systems and structures

- Demonstrates a high-level expertise and understanding in the field of athlete and pathway development processes (min 5 years)
- Demonstrates a high level technical expertise and understanding in the field of Olympic Performance Sport with experience of supporting World Class Performance Programmes from both delivery and strategic perspectives (min 5 years)
- Demonstrates expert research skills and the ability to apply research/findings to identify areas of development within the programme.
- Ensures own behaviours are aligned to the British Gymnastics Performance departments philosophy, values and behaviours.
- IT literate and competent in the use of Microsoft Office Applications.
- Satisfactory Enhanced DBS disclosure.

2. Communicating

- Demonstrates highly effective communication skills that meet individual stakeholder styles.
- Adapts interventions according to the needs of stakeholders, staff and the context.
- Highly effective communicator both verbally and in written form can persuade and influence at all levels internal and external to the organisation.
- Seeks feedback and considers it carefully.
- Works with others to bring strengths to coaching programmes that s/he may lack.
- Manages emotions to minimise negative impact on others.
- Considers her/his approach at meetings to suit needs of others, rather than own preferences.
- Highly self-motivated and able to work under her / his own direction to achieve stated objectives within the necessary timescales.
- Able to actively listen and influence others

3. Shaping Direction

- Provides positive leadership traits and able to inspire and influence athletes and colleagues in working towards and achieving the vision, mission and objectives in the Tokyo Plan/Strategy.
- Demonstrates personal integrity whilst dealing with colleagues and stakeholders
- Challenges poor performances across all staff in a constructive manner.
- Continuously seeking and / or encouraging others to seek opportunities for different and innovative approaches to addressing organisational problems and opportunities.
- Demonstrates critical reflections of own practice and behaviour by regularly seeking feedback from athletes, peers and managers.
- Facilitates the inputs of others and the importance of appropriate delegation.
- Uses Performance Management tools to induct, manage, develop and evaluate

4. Developing Solutions

- Has an innovative, proactive and solution focussed mindset
- Responds to new ideas by discussing why they might work instead of telling others why they won't work.
- Asks colleagues to identify key factors that hinder performance, alternative ways to achieve results and use these to plan improvements.
- Analyses the long-term training and development needs in line with current and future business goals and requirements.
- Works in a flexible and agile manner to meet the needs of the programme, athlete and colleagues

5. Decision Making

- Understands the need to be strong and positive in the face of adversity but also recognises areas of one's own weaknesses and when to seek guidance and support.

- Is prepared to consider major changes to processes and procedures if reasoned analysis shows benefits
- Is willing to investigate options in depth, even when they are the ideas of others.
- Is able to effectively manage budgets to deliver the objectives of the department.
- Is able to consider multiple sources of information / view points and make independent decisions in determining the best route for succeeding the strategic objectives.
- Is able to reflect and review decisions to better inform future practice

6. People

- Displays exceptional leadership qualities and can support the development of people within the Performance Team.
- Encourages positive and constructive collaboration between colleagues to create a strong team-working environment.
- Learns to make first impressions count. Is friendly and optimistic with people s/he meets.
- Identifies relationships that need improving, meets the individual(s) concerned to establish why, and initiates actions to build the relationship(s).
- Challenges others with respect and courtesy.
- Creates new opportunities for individuals to work together, breaking down barriers that may get in the way of effective team working. Challenges others to do the same.
- Looks for appropriate opportunities to improve her/his areas of weakness