



**SWIM IRELAND
NATIONAL HEAD COACH
POSITION VACANT**

Swim Ireland is seeking a highly qualified swimming coach with proven international podium success to assume the role of National Head Coach. This role will be the primary technical lead for Ireland's high performance swimming programmes, providing oversight of all National Squad athletes, regardless of location and in some cases directly coaching elite and sub-elite (Juniors/Youth) swimmers based at the High Performance Training Centre at the National Aquatic Centre in Dublin.

The National Head Coach will be responsible to the National Performance Director (NPD) and together they will work collaboratively and in unison to lead and deliver the Swim Ireland 2017-2020 High Performance Plan and to identify and prepare Ireland's elite swimmers for the 2018 European Championships, 2019 World Championships and 2020 Tokyo Olympic Games campaign, and 2 years beyond. This post is supported by Sport Ireland and will work closely with the Irish Institute of Sport.

Our vision for High Performance Swimming is:

"High performing people in a high performance system working in unison to consistently achieve Olympic and World medals."

Central to achieving this vision is a core set of principles:

- **Long-term perspective:** we are committed to a long-term Performance Programme focussed on recurrent success not on short-term Olympic or World Championship cycles;
- **Systemic:** our goal is to create a 'system' that is capable of developing the full potential of our athletes repeatedly rather than one-off successes based on individual athletes;
- **Podium:** we are in the medals business – our programme aspires to deliver Olympic and World Championship medals;
- **People:** the High Performance Programme is centred on the people within the system – athletes, coaches, support staff, and administrators and developing their capability to ensure that they reach world class standard for the good of the programme;
- **Positive journey:** we aspire to make participation in the High Performance Programme a positive journey for all, leaving people in a better place for having been part of the programme and creating an aspiration for others to be involved.

It is important to note that while we are committed to long term success and sustainability, there is an expectation that clearly identified and agreed annual targets will drive and underpin short term success and systemic development.

Applications must be made by submitting the following to hpprojects@swimireland.ie:

- Cover letter;
- Comprehensive CV relevant to the position, including 3 referees, and
- Personal statement addressing the essential criteria, and why you believe your skills, experience and values meet the requirements of the position.

All applications will be treated with the utmost confidentiality.

Closing date: 12 noon GMT Friday 14 October 2016.

JOB DESCRIPTION

- Job Title:** Swim Ireland National Head Coach
- Based:** National Sports Campus, Dublin
- Reports to:** Swim Ireland National Performance Director
- Eligibility:** European Economic Area (EEA) Nationals and non EEA Nationals are encouraged to apply, however an employment permit will be required for a foreign national
- Key Relationships:** Swim Ireland Chief Executive, High Performance, Education and other office staff, Performance Services Manager, Sports Science and Sports Medicine Service providers, High Performance Training Centre and Swim Ireland Coach Network, Ulster Pathway Manager, Irish Institute of Sport and Sports Institute Northern Ireland, National Sports Campus Development Authority and University of Limerick
- Finance/Budget:** Contributes to the development of a national programme budget and manages a personal operational budget
- Contract Term:** Initial 4 year term
- Salary:** Competitive and commensurate with experience

PRIMARY PURPOSE

To personally lead and be primarily accountable for all aspects of Swim Ireland's technical approach to the development, preparation and performance of National Squad athletes and coaches aligned to and directed towards the Swim Ireland high performance vision and 2017-2020 High Performance Plan and 2 years beyond.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

- Primarily responsible for working collaboratively with the National Performance Director to drive and deliver Swim Ireland's 2017-2020 High Performance Plan and annual performance targets leading into the 2018 European Championships, 2019 World Championships and 2020 Tokyo Olympic Games
- Establishes high performance system technical direction and an accountability framework for the identification, development, preparation and performance of National Senior, Youth and Junior athletes for senior and under-age international competition i.e. Olympic Games, World and European Championships, Irish Championships
- Provides oversight for all National Squad athletes, leads and coaches National squad and targeted under-age athletes based at the High Performance Training Centre programme at the National Aquatic Centre (NAC) in Dublin and other regional training centres in Munster, Ulster and Galway.
- In conjunction with the National Performance Director and collaborating with Swim Ireland HP and Personal Coaches, leads the development of individual athlete performance plans for National Squad athletes incorporating all aspects of individual coaching, training, sports science and medicine services, preparation and competition performance
- Works cooperatively with the Performance Services Manager and Irish Institute of Sport / Sports Institute Northern Ireland to establish Sports Science and Sports Medicine requirements for National Squad athletes and liaises with service providers to ensure appropriate delivery, reporting and monitoring in the daily performance environment

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- In conjunction with the National Performance Director, establishes internal and external communication and reporting systems for athletes and high performance coaches and ensures that appropriate National monitoring systems are developed to track development and performance of athletes regardless of location and training
- In conjunction with the National Performance Director sets and agrees the overall technical and coaching direction for National squad athletes and Swim Ireland HP network coaches across the high performance system and plays a lead role in supporting Swim Ireland staff to drive and imbed this information across all Swim Ireland communities
- Works cooperatively and in partnership with the High Performance Coach and training programme at the University of Limerick, Ulster Pathway Manager (Bangor) and with key coaches in Galway to integrate and support National Squad athletes and to disseminate and share coaching and training methodology
- Plays a lead role in developing and mentoring Swim Ireland HP Network coaches working with SI nationally identified athletes and emerging young talent, and contributes to regional planning and club coach development initiatives
- Leads the identification and setting of qualification standards and implements selection strategies and processes that adhere to the Swim Ireland Selection policy and criteria, including clear direction on qualification and performance standards required for selection to Swim Ireland teams
- Adheres to existing policies, and contributes to the development of organisational and operational frameworks and processes that deliver a high level of duty of care to swimmers and drive adherence to Swim Ireland's principles of athlete and staff welfare and well-being
- Where required, supports the National Performance Director in liaising with key funding and support agencies such as Sport Ireland and Sport Northern Ireland, the Irish Institute of Sport, Sports Institute Northern Ireland and Olympic Council of Ireland
- Contributes to the Swimming element of the Sport Ireland carding system and Sport Northern Ireland athlete investment schemes, managing all requirements of these programmes to maximize support of Ireland's swimmers
- Works cooperatively with Swim Ireland staff, primary partners and sponsors to support marketing and promotional activities and media requirements

PERSON SPECIFICATION ESSENTIAL CRITERIA

Qualifications and Experience

- Minimum of 4 years elite coaching experience and proven podium success in Olympic, World and/or continental championships i.e. European, Pan Pacific, Oceania etc.
- National and international swim specific level coaching qualifications – level 3 or equivalent
- Minimum of 4 years working in a swimming high performance system and programme, or high level individual coaching role in a consistently successful university or club or environment
- Outstanding programme leader, motivator and developer of people – athletes and coaches

Knowledge and Understanding

- Understanding of the key drivers for high performance to achieve sustained International podium success at elite and sub-elite levels
- Contemporary knowledge of current trends in talent identification, elite coaching and technical development, applied sports science and sports medicine and the management and support of elite and developing athletes
- Understanding of how to build partnerships and relationships to effectively leverage support services and utilise expertise and innovation for maximal development and performance
- Practical knowledge and demonstrated experience in establishing high quality highly and competitive daily performance environments for athlete development, progression and performance

Competencies

- Leads with purpose and by example and able to drive change and develop accountability
- Motivates and develops others, builds talent and drives technical direction and execution i.e. swimmers, coaches and service providers
- Utilises an evidence based approach and embraces professional expertise to develop performance plans and training methodology for swimmers that deliver performance outcomes
- Systematic and process driven in planning and action, with an attention to detail and an ability to influence others
- Compelling communicator with highly effective interpersonal skills and an ability to establish positive relationships and partnerships with a wide variety of personnel

Personal Style

- High self-belief and confidence, competitive, driven and committed to high standards
- Leads by example and uses this to motivate others, disciplined and very persistent
- Highly ambitious with a passion for results and an elite disposition
- Honest, with high integrity and strong awareness of the duty of care to athletes
- Shows initiative, adaptable and resourceful
- Calm under pressure and deals with conflict effectively
- Committed to own learning, on-going professional development and persistent with personal growth

DESIRABLE CRITERIA

- Understanding of Swim Ireland High Performance system and awareness of Ireland’s sports system including the roles of Sport Ireland and Sport Northern Ireland and the Irish Institute of Sport and Sport Institute Northern Ireland