

PD Job Description

Job Title: Performance Director

Location: Home Based

Salary: Competitive to Attract the Very Best Candidate

Background

British Ski and Snowboard (BSS) is the National Governing Body for Skiing and Snowboarding in the United Kingdom.

They select, manage and lead British teams to international events, promote participation in FIS disciplines, and provide opportunities for athletes to achieve their full potential as individuals and as a team.

They provide development programs in four FIS disciplines: Alpine, Cross Country, Freestyle and Snowboarding. They also license competitors in Telemark, Speed Skiing and Ski Jumping. There are potentially 48 Olympic medals across all of these disciplines.

UK Sport's investment in the ski and snowboard disciplines is targeted towards the Freestyle events, which will be staged at the Bokwang Phoenix Park in PyeongChang. Great Britain won its first Olympic medal on snow at Sochi 2014, when Jenny Jones won Bronze in the Snowboard Slopestyle.

BSS has ambitions to replicate their success with Freestyle and harness funds for the other disciplines with innovative relationships with commercial and private enterprises.

Reporting Arrangements

The Performance Director reports to Chief Executive, but will be the Board Director responsible for driving the performance strategy.

The Performance Director is responsible for the annual performance budget and the permanent staff and consultants in the performance department. The department includes 15 permanent staff and volunteer coaches.

The Performance Director will have 6 Direct Reports:

Alpine

- 2 x National Coach

Nordic

- 1 x National Coach

Freestyle

- 2 x Head National Coach
- Performance Operations Manager

There are currently 6 Podium funded athletes and 8 Podium Potential athletes for Park and Pipe, Ski and Snowboard. The Performance budget for the PyeongChang cycle is circa £5m.

Job Purpose

British Ski and Snowboard is looking for an accomplished leader who will be integral to the Senior Management Team in creating and delivering a strategic performance plan. As the strategic leader of the performance strategy the post holder will drive our ambition to deliver medal targets in PyeongChang in Freestyle and to drive other disciplines to the podium where BSS has qualified Olympic athletes. This role is about creating a performance vision to pull together a cohesive and ambitious strategy into execution. The successful candidate is therefore likely to be someone who has proven success of this, who has the drive and ability to lead their team to strive for the very best and has demonstrable experience in leading sporting performance success at the highest level.

The Priorities for the Role are

- To provide leadership and strategic direction for all disciplines as the Performance Director on the Board responsible for Performance
- To implement the performance vision across all disciplines
- To provide performance leadership to the current funded freestyle disciplines to ensure that the excellent performance already achieved is maintained with the effective delivery of the PyeongChang strategy.
- To build and maintain effective ongoing relationships across British Ski and Snowboard, the Home Nations, International Federation and external partners and stakeholders
- Along with the Chair and CEO work with current and potential sponsors on investment projects that will have a performance impact. E.g. R and I

Key Responsibilities

Performance Leadership

- Provide impactful leadership to the performance department that facilitates continuous raising of performance and athlete development standard. To enable the supported athletes across all disciplines to strive for medal success at PyeongChang and beyond
- To build upon the excellent work already commenced in Park and Pipe to accelerate the performance trajectory of the Podium, Podium Potential and Development athletes
- Work with the Programme Manager of Park and Pipe to ensure the continued development and support to create the optimum performance environment for athletes
- Ensure the performance trajectory of our talented athletes is positively impacted by contemporary world class support services including sports science and medicine service, injury prevention and training facilities
- Work with Research and Innovation experts to maximise the application of new equipment and clothing technologies
- Set, deliver and report to Board on the strategic and operational plans and budgets for the performance, coaching and pathway teams, specifically to focus upon coach development and a commonality of pathway across disciplines
- Ensure effective management of the Athlete Personal Award programme and contracts
- Ensure the integration of all BSS policies into all programmes specifically but not exclusively; safeguarding, anti-doping, equality, health and safety
- Effectively manage the competition season (approx. 150 days per year) work with the Programme Manager (Park and Pipe) to ensure logistics are well managed.
- Act as team leader for World Championships/Olympic Games as and when required.

Business Leadership

- As a member of the Board play a full part in the collective responsibility for setting the strategic direction for the performance of the sport and ensuring the effective day to day management of the business and delivery of the operational plan for the performance department
- Work with the Chair and CEO to ensure cross departmental integration and collaboration for maximising delivery of the strategic performance plan
- Along with the Chair and CEO work with current and potential sponsors on investment projects that will have a performance impact. E.g. R and I
- Have responsibility for the annual performance department budget of approximately £1.5m plus an additional £1.5m as the target for the (current) non funded disciplines. The UKS funding for the Park and Pipe programme is a further £4.8m for the current 4 year cycle

Relationship Management

- Build effective relationships and drive collaboration across disciplines and the home nations to maximise athlete performance
- Develop and maintain strong relationships with key internal and external partners and stakeholders who contribute to the success of performance objectives and programmes. Key relationships include: athletes, coaches, UK Sport, Sport England, EIS, BOA, UKAD, Home Country Sports Councils and Institutes of Sport
- Develop and maintain positive relationships with sponsors, benefactors and investors of specific performance projects
- Develop a good working relationship with FIS

Person Specification

Professional Qualifications, Knowledge, Skills and Experience

- A background and recent experience of leading a team operating in elite sport at the highest level
- A comprehensive understanding of coaching, sport science and medicine, technology, international competition and talent pathways
- Experience working in a sport where there is a requirement for the optimisation of equipment or clothing applying up to date research and innovation.
- Experience of working with multiple partners, stakeholders and volunteers to achieve success including working with public funding agencies
- Full driving licence and strong IT skills
- Proficient skier/rider

Qualities and Competencies

- Highly developed leadership and management skills
- Strategic thinker – can establish a vision, provide direction and inspire followership
- Strong planning and organisation skills adept at managing change.
- Balanced decision making
- Outstanding Communication skills – written, verbal and presentation

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- Developing and maintaining strategic relationships and the ability to build trust and confidence with stakeholders
- Resilience, stamina and flexibility
- Motivated and results orientated with the drive to take tough decisions and continuously raise the bar and achieve targets
- A team player with an open and consultative style and optimistic approach