

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE: Performance Pathway Lead – Swimming

REPORTS TO: Swimming GB - Head Coach

SALARY: circa £50,000 per annum (salary dependent on experience)

JOB PURPOSE:

- Lead the strategic development and oversee the implementation of a world-class performance pathway for pool and open water (marathon) swimming
- Maximise the potential of all World Class Programme (WCP) athletes within the performance pathway
- Ensure the effective transition of Aquatics GB's next generation of junior talent to achieve senior international success
- Provide technical leadership to the home nation talent programmes to ensure they align with the strategic direction of British performance pathways

JOB LOCATION:

- The normal place of work will be an agreed Aquatics GB office. Aquatics GB operates an Agile Working Policy allowing some flexibility to work from the office and from home
 - The successful candidate will be required to undertake extensive national and international travel, to include evenings and weekends/overnight stays as is deemed necessary to fulfil the job to the satisfaction of the Swimming GB - Head Coach
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KEY RESPONSIBILITIES:

Performance Pathway Strategy – Swimming

- Oversee the development and implementation of a clear high-performance pathway strategy for swimming encompassing the values of Aquatics GB
- Strategically lead the swimming component of the Performance Implementation Group (PIG) to ensure the effective operation and buy-in to a GB-wide performance pathway

- Ensure all identified swimming World Class programme athletes are consistently profiled, monitored and evaluated to identify gaps and opportunities to maximise performance potential
- Lead the further development of the Off the Blocks educational platform for swimming
- Oversee the further development and delivery of the Optimal Athlete Development Framework as it applies to swimming
- In conjunction with the Associate Director - Sport Science and Sports Medicine (ADSSSM), develop a robust and consistent Individual Athlete Plan (IAP) framework for all identified World Class Podium Potential athletes that ensures coaches and SSSM practitioners are focused on key improvement areas
- Conduct annual reviews to ensure resources across the swimming World Class pathway have been targeted in the correct development areas
- Manage pathway budgets as agreed with the Associate Director, Performance Strategy and Operations (ADPSO)
- Work collaboratively with the discipline head coaches, the ADSSSM to identify appropriate resources, innovations and services for World Class pathway athletes
- Line manage the Pathway team
- Manage budget areas as defined by the ADPSO

Performance Pathway – Swimming

- Promote and manage the high-performance pathway for British swimmers on the World Class Programme; pool and open water (marathon)
- Develop a rigorous, systemic selection and monitoring framework for swimming pathway athletes on the World Class Programme, and the relevant GB junior swimming teams and camps - this will include identifying a select group of WCP swimming pathway athletes to personally oversee
- Provide home coaches of Podium Potential swimming athletes with advice and guidance for athlete progression including, when appropriate, potential moves to national centres or other environments to enhance their potential senior performance outcomes
- Develop and oversee a Podium Potential programme of international and domestic camp and competition opportunities in collaboration with the Swimming GB - Head Coach and in order to maximise the performance and development of World Class swimming pool and open water (marathon) programme athletes

- Reinforce the technical standards and directions of the GB world class programme coaches as appropriate
- Recommend to the Aquatics GB Nomination Panel athletes for inclusion on the World Class Podium Potential Programme each year
- Serve as Head Coach or Team Leader at appropriate international level competitions and camps as requested by the Aquatics GB Swimming Leadership Team (SLT)

World Class Programme

- Represent the performance pathway on the Aquatics GB SLT
- Work collaboratively with the Home Nation Aquatic Governing Bodies to help develop athlete and coach pathways for Olympic swimming in Britain (pool and open water)
- Design and input to selection policies and procedures as they relate to World Class Podium Potential Programme athletes
- Work collaboratively with members of PIG and the Aquatics GB Events Team to ensure alignment of domestic competitions for World Class Programme success

General

- Drive own performance development plan, actively identifying new areas for learning and committing to a culture of continuous improvement
- Undertake any other duties as required by the Swimming GB - Head Coach or the Performance Director
- Produce reports to the Board of Aquatics GB as and when required by the Performance Director
- Comply with all Aquatics GB policies, in particular those relating to diversity, equity and inclusion and sustainability

KEY RESULT AREAS

- Sets Pathway strategic plan for the four-year Olympic cycle focusing on delivering senior medals at major competitions for pool and open water swimmers (Olympics and World Championships)

- Promotes key initiatives to ensure the successful transition of junior talent to senior international success
- Ensure elite pathway from Home Nation talent to senior podium is seamless and ensure high standard practices of performance and athlete well-being
- Consistent technical standards, set by the WCP are adopted by coaches of Podium Potential and where possible, Home Nation talent athletes
- All Podium Potential athletes have WCP-led IAPs in place
- Holistic athlete development is monitored and evaluated using a consistent framework and is formally documented (e.g. AIMS)
- Ensure all pathway domestic and international camps and competitions reflect the appropriate 'performance culture' that aligns with the WCP holistic athlete development principles
- Common technical areas for development and gaps are identified and inform World Class Programme activity (camps; workshops; coach development etc.)
- Individual athlete technical gaps are identified and resources targeted to accelerate development of key targeted athletes

KEY INTERNAL AND EXTERNAL CONTACTS

- Aquatics GB colleagues –Swimming SLT
- Home Nation Talent, World Class Podium Potential and Podium Programme coaches and athletes
- Sports Science and Sports Medicine support staff
- Olympic swimming performance clubs
- Performance Centre planning and evaluation groups
- UK Sport
- Home Nation sports institutes
- Home Nation aquatics governing bodies
- UK Schools

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"> Graduate level qualification or equivalent 	<ul style="list-style-type: none"> Sports management/Sports Science degree or advanced coaching qualification or equivalent
Experience / Knowledge	<ul style="list-style-type: none"> Demonstrated evidence of identifying and developing athletes at talent level or above Proven track record mentoring or developing performance staff to achieve their full potential Successful track record of high-level strategic planning Demonstrated evidence of managing performance development programmes within elite sport Relevant experience working strategically and as part of a leadership group in high performance sport Demonstrated track record in developing consistent frameworks for athlete performance plans Experience of successful collaborative work in a multi-disciplinary team (coaching, sports science and sports medicine) In depth understanding of the stages in athlete development 	<ul style="list-style-type: none"> Experience coaching swimming athletes at Olympic level Knowledge of British high performance sport and the funding system First-hand knowledge of British aquatics swimming development pathway Experience of leading international junior teams/squads in international camps and competitions
Skills	<ul style="list-style-type: none"> Proven self-starter and willing to travel extensively to promote the WCP inside and outside the UK Proven exceptional interpersonal and leadership skills such as the ability to effectively influence and persuade 	<ul style="list-style-type: none"> Takes responsibility and accountability for delivering world class workshops/programmes

Criteria	Essential	Desirable
	<ul style="list-style-type: none"> • Comfortable being a positive 'change agent' and acts decisively • Proven negotiation and influencing skills to enable buy-in and commitment to strategic performance plans • Actively seeks new ideas and innovations. Adopts creative approaches to challenge assumptions and to provide performance solutions • Uses performance trends and data analysis to inform strategies to make performance gains 	<ul style="list-style-type: none"> • Demonstrated leadership skills showing a calmness under pressure • Key observation skills • Actively accommodates and promotes change initiatives
Coaching Mentoring Behaviours	<ul style="list-style-type: none"> • Demonstrates an in-depth understanding of coaching methodologies • As a key interface of the WCP, acts as a positive influence and promotes high standards of coaching practice and development • Sets stretch goals for self and others. Positively supports coaches in fulfilling their goals 	

