



NATIONAL PATHWAY COACH AND PROGRAMME COORDINATOR (YOUTH)

Role Description | 2023

Post Title: National Pathway Coach and Programme Coordinator (Youth)

Reports To: Performance Director

Contract Duration: Full time, subject to standard probation period

Based: Sport Ireland Campus and the National Training Centre (extensive domestic & international travel required)

IN A NUTSHELL

Triathlon Ireland (TI) is the national governing body for the sport of triathlon, duathlon, aquathlon, and related multisport events in the Republic of Ireland & Northern Ireland. With a mission to promote, develop, and grow the sport across all levels, we are seeking a highly talented and motivated National Pathway Coach and Programme Coordinator (Youth) to join our dynamic team.

As the National Pathway Coach and Programme Coordinator (Youth), you will play a pivotal role in providing leadership and direction across Triathlon Ireland's Performance Development Pathway (Youth) & Talent Programmes; including the National Youth Squad, Boost Hubs, Horizon Squads and the Provincial Development Squads - ensuring effective system, structure and engagement.

You Will:

- Create a supportive, challenging, and inspiring environment to help impact the holistic development of athletes. Ensuring processes of engagement are; Enabling, Empowering and Educational.
- Implement the transition from TI Youth Pathway to TI Junior Pathway through collaboration with the National Coach (Elite/U23), National Programme Coach (Junior); TI Development Team and local clubs.
- Influence and contribute to the Daily Training Environment (DTE) of youth athletes, including operating as a coach in the planned National Triathlon Training Centre from the winter of 2024.
- Lead youth teams at camps and may be required to support Junior, U23 and Elite programmes at domestic & international events.

We are an ambitious performance team, and this is a fantastic opportunity to join us, as we develop our performance pathway from Youth through to Elite, moving towards Paris 2024 and LA 2028 Olympics #OnwardTogether.

YOU COULD BE THE ONE IF YOU HAVE

- A Sports related degree, or a Level 2 NGB Triathlon Qualification (or equivalent work experience).
- Demonstrable communication skills – communicates effectively, clearly and confidently in written, verbal and digital forms.
- A drive and passion for coaching and developing people.
- Experience of leading and coaching triathlon programmes, with a particular focus in triathlon clubs or regional triathlon programmes.

- Experience of leading and coaching programmes in the single disciplines of swimming, biking, running and conditioning, whilst supporting people to achieve their potential.
- An understanding of the principles of athlete development in a performance context.
- 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, particularly whilst balancing the demands of school, triathlon and other competing demands at this age and stage.
- An understanding of ethical and safeguarding issues in sport including anti-doping, child protection and mental health & wellbeing.

KEY RESPONSIBILITIES

Management and Leadership

- Lead on the planning and delivery of the TI National Pathway Programme (Youth) including camps, domestic and international competition.
- In conjunction with personnel and club coaches, establish individual goals and objectives for training and competition for TI National Youth Squad.
- Provide feedback through camps and individual races to the TI National Youth Squad athletes and their coaches to aid learning, support and individual development.
- Contribute to and support the development of TI Coaches working in the schools, Boost Hubs and development programmes.
- 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.

Performance

- Developing and maintaining a valid and reliable talent identification process, in conjunction with the TI National Pathways Lead (Junior), TI Development Team, including scouting and talent transfer that produces appropriate athlete numbers in the performance pathway.
- Develop and maintain a valid and reliable athlete profiling and progression modelling.
- Lead and maintain the development of holistic athlete education programmes that are suitable across the performance pathway, potentially in conjunction with the Sport Ireland and Sport NI Institute.
- Lead and facilitate closer links and alignment of underpinning talent programmes (school, club and provincial), in particular the potential progression into targeted talent development programs such as Boost, Horizon Squads and Provincial Development Squads.
- 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 standards for their development and progression to world class standard.

- Where appropriate, undertake innovative and special projects to fill critical talent gaps, that are identified within the performance pathway. This includes building partnerships with equivalent roles in Athletics, Cycling and Swimming in order to develop talent transfer programmes.
- Work closely with Sport Ireland and Sport Northern Ireland Institutes to capture and utilise best practice.
- Commit to developing as a coach through a Personal Development Plan in conjunction with the Performance Director.
- Actively promote and align to TI organisational values.

Budget and Financial

- Ensure that TI's Youth Camps and race budgets are adhered to and collaborate with the Performance Director and HP Operations Manager

ARE YOU STILL INTERESTED? - PLEASE KEEP READING

If you think you have what it takes, but don't necessarily meet every single point above, please still get in touch. We'd love to hear from you.

WHY WORK FOR TRIATHLON IRELAND?

In addition to your competitive salary, there are lots of other perks, including:

- Fantastic culture of grounded people, passionate about what they do.
- 25 days holidays per year.
- Contributory Pension scheme.
- Strong career progression, investment in professional development courses.
- Fancy a new bike? Year-round cycle to work scheme available.
- Discounts on campus gym membership and access to world class facilities, including the national aquatic centre.
- Free on-site parking (and e-charging stations), you can park right by the front door.
- Free Triathlon Ireland membership & discounted partner merchandise.
- New modern office space on the Sports Ireland Campus.

HOW TO APPLY

Get a feel for who we are - have a good look around our [website](#), our [strategic plan](#), and our [performance vision & culture](#). If you think you'd be a good fit, please send us your cover letter & resume.

Cover Letter: Address why you are interested in working with Triathlon Ireland's Performance Team, why you would be an attribute to our culture and how your skills/experience would have a positive impact on the position and the programme.

Send to administrator@triathlonireland.com no later than **5pm on Tuesday 31st October, 2023**. Interviews will be conducted on a rolling basis, so please do not delay submitting your application. Make sure to include the job title of the role (National Pathway Coach and Programme Coordinator) you are applying for in the subject line.

Triathlon Ireland has experienced considerable growth over the past decade and made great strides in developing the sport of triathlon in Ireland.

Triathlon Ireland is a great place to work and we pride ourselves on the culture of our team which numbers almost 25 across Operations, Development, Marketing , Finance and High Performance.

The TI offices are located on the Sport Ireland Campus and we have a flexible work culture.

The transformational change process of our performance programme started in July 2022. This change process was initiated by the Tokyo review and we are currently influencing and implementing performance improvement changes.

