



NATIONAL HEAD COACH

JOB DESCRIPTION
2025

JOB TITLE:

National Head Coach

CONTRACT TYPE:

Full-time

REPORTS TO:

Performance Director

KEY INTERFACE WILL INCLUDE:

CEO; University of Limerick Sport; Sport Ireland and Sport Ireland Institute; Sports Northern Ireland and Sport Northern Ireland Institute; TI Development Team; TI National Pathways Coaches; HP Programme Manager and TI Support Staff.

BASED:

National Triathlon Centre (NTC) based at University of Limerick (UL); International Camps and extensive travel domestically and internationally required.

SALARY:

Competitive and in-line with international experience.

BUDGET RESPONSIBILITY: YES

NTC operational budget, supported by PD, HP Programme Manager.



POSITION OVERVIEW

Triathlon Ireland is looking to appoint a National Head Coach, working with our Performance Director and HP Team to play a key role in the realisation of our strategy; development of our Team Ireland culture and values for the next four years in the lead into the 2028 Los Angeles Olympics and Paralympics.

Working with Triathlon Ireland's Performance Director and the HP Team, the National Coach will provide leadership and management at the National Triathlon Centre (NTC) at UL, Limerick and of the TI National Senior Squad. The National Head Coach will lead our domestic and International Camps and multiple international competitions. The National Head Coach will ensure the delivery of a strategy and structure for the National Triathlon Centre; training camps and international races as part of the organisation's implementation plan against the 2024 Paris Review recommendations.

Delivering against agreed clear High Performance structures and objectives at the NTC, on international camps and international competitions. Ensuring performance environments enable all National Squad athletes to thrive is critical to the delivery of TI's in line with our new HP Strategy. A key objective of this will be the support and development of exceptional people to deliver international success, both athletes and coaches. This is a 'hands on' coaching role.

Working with the Performance Director and the HP Team, the National Head Coach will foster a cohesive and collaborative 'Team Ireland culture' by focusing on the development of the Mixed Team Relay (MTR) to add value and influence to the daily training environment of the National Squad athletes; athletes training in the NTC; on the international camps and international competition and to support and develop athletes at ETC; WTC; WTCS and internationally for the MTR.

KEY RESPONSIBILITIES

MANAGEMENT AND LEADERSHIP

- **Programme Leadership** - In conjunction with the Performance Director, the National Head Coach will drive, develop and support World Class culture within the NTC, the National Squads, aligned to the TI/HP Unit Core Values.
- **Strategic Leadership** - The National Head Coach will assume responsibilities for the technical programme delivery in the absence of the PD.
- **Cultural Architect and Programme Values** - As a key cultural architect, the National Head Coach will be jointly responsible for maintaining and driving the core values of the high performance programme, ensuring these values are embedded across all activities and interactions within the National Training and at international competitions. Ensure High Performance is a standard bearer on best practice safeguarding and ensuring the performance culture is aligned with the values of safe sport.

- **Data-Driven Performance Analysis** - The National Head Coach will leverage data-driven performance analysis to inform training programmes, monitor athlete progress, and make evidence-based decisions that enhance individual and team performance. This includes the use of technology and analytics to track key performance indicators (KPIs) and adjust strategies accordingly.
- **Enhanced Athlete Development Pathway** - The National Head Coach will be responsible for designing and implementing a comprehensive athlete development pathway that ensures the progression of athletes from junior to elite competition, with a focus on long-term athlete development principles and international competitiveness.
- **Support the planning** and delivery of the TI National Programme focussing on the NTC; TI International Camps; domestic and international competitions. Provide feedback through camps and races to athletes and coaches in order to aid learning and support individual development.
- **Development of Coaching Talent** - The National Head Coach will actively mentor and develop emerging coaching talent within the programme, providing guidance, feedback and opportunities for growth to ensure there is a larger base of experienced coaches who can support the future needs of the sport.
- **Holistic Athlete Support and Wellbeing** - The National Head Coach will adopt a holistic approach to athlete support, prioritising not only physical performance but also mental health, well-being, and lifestyle management. The National Head Coach will work closely with Institute support staff to ensure that athletes are well-rounded and prepared for the demands of elite competition.

PERFORMANCE AND COACHING

- Provide technical and training development expertise to the athletes and coaches in terms of their individual training and competition programmes.
- Provide strategic and technical expertise to the Performance Director in the planning and periodisation for the NTC, National Squad, for camps and for competition programmes.
- 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 standard for their developmental stage and progression to World Class.
- Work with the Performance Director and HP Programme Manager to set long and short-term performance targets for the National squad elite and U23, including the MTR. Agree frequency and format of regular reporting of data with the HP Programme Manager .
- An understanding of performance and the critical performance factors (culture, mental skills, physical skills, technical and tactical skills).

PLANNING

- Support the Performance Director to plan, deliver and review coaching for the NTC, camps, competitions and any coach cover that may be required.
- Provide feedback to athletes and coaches on a regular basis after camps, competitions to monitor and support progress. Ensuring that feedback is communicated in line with governance requirements and in line with athlete agreements.
- In conjunction with the Performance Director, agree and plan camps; races; lead, manage and coach where appropriate.

COMMUNICATION

- Outstanding written and verbal communication skills
- Excellent organisational and administration skills
- Strong interpersonal skills including high integrity and the capability to build trusting relationships with coaches, athletes and other team staff.
- Demonstrated collaborative style and political understanding to work positively in partnership with our key stakeholders, internal and external for problem solving and positive outcomes.

GENERAL

- Provide support and advice to TI staff and volunteers working in High Performance activity within the National squads.
- Help develop and maintain a successful image and profile for the HP unit programmes in Ireland and worldwide.

PERSON SPECIFICATION (GENERAL)

QUALIFICATIONS

ONE OF THE FOLLOWING QUALIFICATIONS IS ESSENTIAL:

- A relevant undergraduate or master's degree in a related field.
- World Triathlon accredited coaching certification (highest level) or an equivalent qualification.
- Additional qualifications are desirable and will be considered an advantage.

RELEVANT SKILLS AND/OR APTITUDES

- An ability to work effectively within a team of athletes and staff.
- Strong interpersonal skills with an ability to build and maintain relationships – with athletes and coaches alike – in a performance environment.
- Excellent communication skills – communicates effectively, clearly and confidently in written, verbal and electronic forms.
- Self-motivated with a demonstrable commitment to learning, self-development and personal development.
- A passion for coaching and developing people.
- Understands the needs of others, and able to effectively build relationships with a range of people.
- Excellent communication skills – communicates effectively, clearly, and confidently in written, verbal, and electronic forms.
- Works independently and under own initiative, proactively seeking out support and guidance when required.
- Commitment to creating a challenging but supportive environment for the development of athletes, coaches, and support staff.
- Treats people with respect, protects confidential information, adheres to the company's policies.

KNOWLEDGE AND EXPERIENCE

ESSENTIAL:

- International triathlon coaching experience, 5 years+ and a proven track record of developing and delivering athletes at U23 and senior level.
- Experience leading and supporting an international team racing in the Mixed Team relay.
- Experience in sports coaching and supporting people to achieve a goal.
- An understanding of the principles of long-term athlete development.
- Experience 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.
- An understanding of ethical and safeguarding issues in sport, including Anti-Doping, Child Protection and mental health & wellbeing.

DESIRABLE:

- Managing and developing a National Triathlon Centre
- Experience working within either a National Governing Body or an international group.
- Evidence of driving/supporting to drive a high performing programme.
- An understanding of the use of sports science and medicine in developing athlete performance.

PERSONAL ATTRIBUTES

INCLUSIVE

- Habitually collaborates, seeks the opinions of others, and proactively asks for feedback.
- Team-focused and can take on a variety of roles.
- Treats everyone with respect, integrity, and honesty.

PEOPLE FOCUSED

- Excellent communicator.
- Can quickly build (and maintain) effective relationships with a broad range of people.
- High emotional intelligence.

EXCELLENCE

- Thrives on making decisions.
- Willing to tackle challenging issues.
- Understands and protects confidentiality.

AMBITIOUS

- Self-motivated
- Creative, innovative, and continually looks to improve.
- Sets challenging targets and is willing to be held accountable for them.
- Willingness to work non-business hours and to travel extensively.
- Excellent organisational and administration skills.
- Explore opportunities for continued self-development to maintain contemporary knowledge and skills regarding the strategic leadership of Performance Pathway and Talent Development.


HOW TO APPLY

If you are interested in applying for this position please send your C.V. and a cover letter , outlining why you are an outstanding candidate for this exciting role to: laura@triathlonireland.com

For an informal conversation or further information please contact Gordon Crawford: pd@triathlonireland.com

DEADLINE FOR APPLICATIONS: 03 JAN 2025

Our **RESILIENCE** *as triathletes & coaches*
to **ENGAGE, ENABLE + SUPPORT** *each other*
creates **COLLECTIVE POWER** *"*
this **EMPOWERMENT**
builds **CHARACTER, TRUST**
and above all **RESPECT** *Onward Together!*





IRELAND

