



PERFORMANCE DIRECTOR

JOB DESCRIPTION
2025

JOB TITLE

Performance Director

DEPARTMENT

High Performance

LOCATION

National Triathlon Centre, University of Limerick (UL), Ireland

REPORTS TO

Chief Executive Officer

ROLE DESCRIPTION

Triathlon Ireland is the National Governing Body for Triathlon in Ireland. Our Performance Team are based at the University of Limerick.

The appointed Performance Director will take ownership of the strategic leadership and delivery of the High-Performance programme, and all elements related to High Performance contained in Triathlon Ireland's 'Transform, Together 2021-28 Strategic Plan'.

The Performance Director will report to the Chief Executive Officer and will form part of the Executive Leadership Team.

This is an exciting opportunity to join a dynamic, forward looking National Federation, with full ownership of the transformation of a National Performance Programme.



KEY RESPONSIBILITIES

SYSTEM GOVERNANCE

- Manage financial aspects effectively through preparing, monitoring & managing budgets.
- Develop and maintain strong relationships with key external stakeholders contributing to the key objectives of performing at the Olympic and Paralympic Games, World Championships and other key events.
- Ensure all required reporting for funding partners, OFI and PI are completed to an exceptional standard, on time and in collaboration with the staff team.

ATHLETE DEVELOPMENT

- Design and deliver tailored coach development programmes that align with the needs of high-performance and potential high-performance coaches.
- Collaborate with coaching staff to ensure continual professional growth that optimises athlete performance outcomes.
- Monitor athlete performance outcomes, implement appropriate interventions, and adjust plans based on individual and team needs.
- Build trusting relationships that encourage feedback, personal accountability, and commitment to long-term goals.

TEAM MANAGEMENT

- Maintain and oversee a robust performance management system, including regular staff reviews, feedback processes, and the creation of individual professional development plans.
- Ensure all full-time performance staff have clearly defined work programmes with SMART goals aligned to organisational objectives.
- Foster a high-performance culture through accountability, clarity of expectations, and continuous improvement.

PARTNERS

- In partnership with Marketing Lead, work to develop an identity and profile for triathlon at all levels within High Performance via media opportunities, attendance at competitions and wherever possible at cross sport forums/seminars etc.
- Build a strong relationship with TI Development Team, engage and influence Development Programmes.
- Maintain and develop partnerships with key stakeholders, including Sport Ireland, Sport NI, Performance Institutes, OFI, Paralympics Ireland.

SYSTEM DEVELOPMENT

- Foster a cohesive, inclusive, and high-performance team culture that strengthens identity, collaboration, and excellence across the performance environment.
- Lead and support key staff to ensure the effective delivery of integrated technical services that enhance athlete performance trajectories.
- Contribute actively as a member of the Executive Team, influencing broader strategic and operational matters across the Federation.
- Oversee the design and implementation of robust Olympic and Paralympic talent pathways, ensuring effective athlete identification, recruitment, and long-term development.
- Champion a culture of consultation, open dialogue, and inclusion across all areas of the performance and organisational structure.

PERSON SPECIFICATION

- A background and recent experience of leading a team operating in elite sport- demonstrating highly developed leadership and management skills with a proven record of establishing a culture of performance management, collaboration, team working, innovation and support.
- Previous experience and understanding of working with young emerging athletes, understanding of additional vulnerabilities associated with that group and how to support them. Understanding of the importance of the skillset of the team working with this age group and the impact this could have on the young person long term.
- Excellent relationship building and communication skills – communicates effectively, clearly and confidently in written, verbal and electronic forms.
- Tech savvy, experience and understanding of the power of technology to connect hybrid and remote teams.
- Evidence of establishing a performance vision, culture and systematic approach to performance – enhancing a culture that puts athlete welfare at the core of all decision making.
- Experience in delivering performance reports to a broad range of stakeholders, including HPC, Board, funders etc.
- On-site leadership at UL, visible to staff, athletes, and external coaches.

