



NATIONAL TRIATHLON CENTRE COACH

JOB DESCRIPTION
2025

JOB TITLE:

National Triathlon Centre Coach

CONTRACT TYPE:

Full-time subject to standard probation period

REPORTS TO:

National Head Coach

KEY INTERFACE WILL INCLUDE:

Performance Director; High Performance Programme Manager; National Head Coach; University of Limerick Sport; NTC Athletes, TI Development Team; TI HP Coaching team; TI Clubs 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:

No

POSITION OVERVIEW

Triathlon Ireland is looking to appoint a coach within their High Performance (HP) team, based at the National Triathlon Centre (NTC) at the University of Limerick (UL). Working with our HP Team to play a key role in the realisation of our HP strategy and the development of our Team Ireland culture and values.

Ensuring performance environments enable all National Squad athletes to thrive is critical to the delivery of Triathlon Ireland's HP Strategy. A key objective of this role will be the support and development of athletes to deliver international success. This is a 'hands on' coaching role, delivering against agreed High Performance structures and objectives at the NTC, on international camps and international competitions.

Working with the HP Team, the NTC Coach will foster a cohesive and collaborative 'Team Ireland culture' by focusing on the development of our values and influence the daily training environment of the athletes training in the NTC; on the international camps and international competition and to support and develop athletes at European Triathlon Cup (ETC); World Triathlon Cup (WTC); World Triathlon Championship Series (WTCS) and internationally for the Mixed Team Relay (MTR).

KEY RESPONSIBILITIES

- Create a supportive, challenging, and inspiring environment that influences the holistic development of athletes and staff.
- Ensure processes of engagement are; Enabling, Empowering and Educational.
- Support athletes transitioning from Junior to Senior level through collaboration with stakeholders.
- Collaborate with TI Development Team and local clubs.
- Support the development of a University of Limerick Triathlon Club
- Influence and contribute to the Daily Training Environment (DTE) of athletes operating as a coach at the National Triathlon Centre.
- Habitually collaborate, seeking the opinions of others and proactively asking for feedback
- Deliver sessions in line with the agreed training structure and programming
- Travel to international training camps and competitions supporting athletes at these events

Cultural Architect and Programme Values

- The National Triathlon Centre Coach will be jointly responsible for maintaining and demonstrating the core values of the high performance programme, ensuring these values are embedded across all activities and interactions.
- Ensure High Performance is a standard bearer on best practice safeguarding and ensuring the performance culture is aligned with the values of safe sport.
- Ensure that the current provision of wellbeing support for athletes is paramount, taking a proactive approach to communicating any improvements needed.
- With the support of the wider TI team and collaborators seek available athlete and coach support initiatives.
- Ensure pro-active sign posting to welfare and well-being opportunities. Prioritising not only physical performance but also mental health, well-being, and lifestyle management.
- Build and maintain relationships based on transparency, honesty and trust.

Data-driven Performance Analysis

- The National Triathlon Centre Coach will support in the maintenance and successful achievement of Data led Key Performance Indicators (KPIs).

Enhanced Athlete Development Pathway

- Provide technical and training development expertise to the athletes and coaches in terms of their individual training and competition programmes
- Provide feedback to athletes and coaches in order to aid learning and support individual development.

Development of Coaching Talent

- Support the HP team by seeking out and enabling opportunities for growth and connectedness with coaches as identified.

Communication

- Outstanding written and verbal communication 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.
- Proactively communicate within the HP team.
 - Complete daily training log in line with expectations.
 - Ensure staff are aware of athlete needs in real time.
 - Providing updates for HP meetings in full and on time.
- Ensure that all feedback to athletes fulfils contractual and governance requirements.
- Help develop and maintain a successful image and profile for the HP unit programmes in Ireland and worldwide.

PERSON SPECIFICATION (GENERAL)

QUALIFICATIONS

ESSENTIAL:

- Undergraduate degree in a related field such as: Sports Science, Sports Coaching; PE; Sports Management or relevant comparable triathlon coaching experience.
- Level 2 NGB Triathlon Qualification.

DESIRABLE:

- A NGB Level 3 Triathlon Qualification.

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
- 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

DESIRABLE:

- International triathlon coaching experience, and a proven track record of developing and delivering athletes at U23 and senior level at international standards.
- 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.

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 CV and a cover letter to: laura@triathlonireland.com.

APPLICATIONS WILL BE REVIEWED ON A ROLLING BASIS.

DEADLINE FOR APPLICATIONS: 7TH NOVEMBER 2025

