

National Performance Manager

Starting Salary: £27,000

Fixed-term contract until 31st March 2021 - 37hrs per week

JOB DESCRIPTION

JOB TITLE: National Performance Manager

RESPONSIBLE TO: Chief Executive Officer

RESPONSIBLE FOR: There is no direct line management responsibility attached to this role.

JOB SUMMARY: The National Performance Manager will be responsible for overseeing the planning, implementation and review of the England Talent Pathway including regional and national activities.

1. Main Focus of the role

The National Performance Manager will coordinate, and work, with a small team of volunteer coaches to develop and deliver a cohesive national performance programme. This will include the creation of regional academies in key locations across the country, which will provide opportunities for the development of talented players and coaches. This will feed into national programmes which will provide the basis for the establishment of national age group squads supported. The postholder will work in partnership with identified partners, clubs and facility providers to establish a high quality delivery system.

2. Accountability

The National Performance Manager will be accountable to, and appraised by, the Chief Executive Officer. The postholder will have an involvement in the development and management of the annual marketing and communications budget.

3. Key Aims and Objectives of the role

- Establish a cohesive and high quality England Talent Pathway for handball.
- Create a network of regional academies across the country led by well-resourced and appropriately trained coaches.
- Develop an integrated pathway for the training of leaders, coaches and officials linked to the development of players.

4. Key Roles and Responsibilities

- To lead the effective implementation of the EHA Performance

Strategy in priority locations across England.

- To act as the strategic lead for the country, but working with operational partners where necessary to ensure the successful delivery of products and programmes.
- To create and develop a `customer focused` approach that delivers a strong England Talent Pathway, an excellent participant experience and improved participant satisfaction.
- To be commercially minded in the establishment of effective and mutually beneficial relationships that provides a strong foundation for a network of regional academies across the country.
- To lead the establishment of national age group squads for both male and female players that provides opportunities for the most talented players to achieve their full potential.
- To develop a high quality talent identification programme to ensure that the EHA is able to track the development of, and recruit, the most talented players for its performance programme.
- To work with National Coaching & Workforce Development Manager to establish an integrated pathway of leadership, coaching and officiating qualifications that supports the training and progression of the EHA's performance workforce.
- To support the delivery of high quality events, workshops and seminar programmes for coaches, officials and other volunteer members of the EHA's performance workforce.
- To establish effective relationships with key facility providers as required.
- To be a member of the EHA Management Team ensuring the delivery of appropriate monitoring and evaluation reports for internal and external stakeholders including providing reports for the bi-monthly board meetings.
- To ensure that the EHA's policies on equality, equity, diversity and child protection underpin all areas of activity within the sport.

5. Management responsibilities

The National Performance Manager does not have line management responsibility for any other employee within the EHA. However, there may be a requirement to manage or supervise the EHA's volunteer workforce, specifically within the regional or national academy programme, or related events as required.

6. Location of post

There is a flexible location for the post, although travel across the country and internationally will be required. Due to the nature of this job, you must hold a full driving licence and have access to a vehicle for work purposes.

NB. This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity you will be required to work and can be amended with consultation in the light of the changing needs of the organisation.

PERSON SPECIFICATION

The ideal candidate will be able to demonstrate the following key skills and experience:

- A minimum of three years management experience of sport in an elite performance environment including management of staff and teams.
- A broad understanding of the principles and techniques associated with the delivery of a high quality performance programme within a national governing body of sport.
- Experience in managing national squads at a variety of levels, including the development of training programmes linked to the participation at international events.
- Knowledge and experience of communicating with a large and diverse customer audience through all types of media.
- Ability to develop effective relationships with key partners and to motivate/engage them to support the delivery of the EHA performance programme.
- Excellent management and communication skills including the ability to produce concise and accurate written reports and present information to individuals and groups at all levels in a clear and persuasive manner.
- Ability to deliver assigned projects on time and within budget requiring excellent organisation skills and the ability to prioritise conflicting requirements.
- Awareness and sensitivity to be able to work successfully within a team environment and to work effectively with other agencies.
- A willingness and commitment to work unsocial hours and in a flexible, 'can do' environment.
- A knowledge of, and commitment to, safeguarding.
- Ability to communicate fluently in English.
- An ability to lead and inspire individuals.
- Link with the BHA Performance Programme to ensure it is providing what is needed and focussing on the right areas in line with the What It Takes To Win programme mission.