

Job Title:	Performance Coach		
Department/Group:	Performance		
Location:	International travel and travel throughout NI will be key parts of the role with eventual base of operations at NIJF Performance Centre at Foyle Arena, Derry		
Position Type:	Fixed Term Contract until 31 st March 2018 with possibility to extend to 31 st March 2021 subject to funding and satisfactory performance. Employment is subject to a probationary period of 6 months.		
Date posted:	July 6 th , 2017	Salary	£15,000. 20 hours per week
Posting Expires:	July 24 th , 2017		
Reports to:	NI Judo Performance Lead		
CV Accepted By:			
E-MAIL: nijudo@houseofsport.net Subject Line: Attention: Performance Coach Role	MAIL: FAO Recruitment Northern Ireland Judo Federation House of Sport Upper Malone Road Belfast BT9 5LA		
Job Description			
SCOPE			
<p>The post holder will assist the NI Performance Lead in, developing and connecting Performance Pathways within Northern Ireland, Ireland and Great Britain enabling talented players to be identified, nurtured and developed. This will involve leading programme delivery in some pathway phases as designated by the Performance Lead.</p> <p>The NI Performance Coach will perform the duties of an Assistant National Coach including planning, preparation delivery and competition delivery for NI Judoka representing Northern Ireland, Great Britain or Ireland.</p> <p>Assist in the delivery of a systematic and highly effective Performance Pathway programme within the context of British, Irish and Northern Ireland Judo, which ultimately results in talent flow of judo athletes meeting the required benchmarks throughout the Performance Pathway in Northern Ireland.</p>			
ACCOUNTABILITIES			
<ul style="list-style-type: none"> • Uphold, advocate and ensure staff and athletes comply with the NIJF's and Performance Department's values and behaviours. • Take on the role of Assistant National Coach and deliver the 2022 Commonwealth Games Performance Plan. • Foster effective working partnerships with BJA and IJA Programmes to deliver a sustainable, seamless performance pathway from Home Nation 'Performance Foundation' activity through to the GB World Class and IJA High Performance Programmes. • Financial management and integrity of budgets within the overall NI Performance Programme budget. 			

RESPONSIBILITIES

- Deliver an evidence-based athlete recruitment & classification system incorporating Talent Identification, Recruitment Development and Confirmation.
- Ensure identified athletes on the NI Talent Development Programmes and above, achieve their annual performance, development and behavioural goals.
- Assist in the establishment of Performance Pathway Centre and regional talent hubs against Service Level Agreements and measures of success.
- Responsible for assisting delivery of the Tokyo 2020 and 2022 Commonwealth Games plan including delivery of all defined targets against current performance strategy.
- Assist with the transition of athletes to BJA Academy Level Transition programme or higher.
- Assist with transition of athletes to IJA High performance programme.
- Ensure effective trend analysis, gap analysis and technical input is continually considered and that intelligence and insights and Podium Potential and Podium level is continually cascaded down the performance pathway through a suite of effective solutions. In addition, the manager will report quarterly to the Performance Lead showing results, trends, gaps and performance against plans together with appropriate solutions for course correction.
- Work in partnership with the SNI SI team, Performance coaches and experts in the field of Talent Identification and expertise, to develop and validate Judo specific talent profiles.
- Where identified, undertake discrete research projects that provide a greater evidenced base to understanding accurate Talent Identification markers and patterns of performance development in Judo.
- Ensure senior international trends, gap analysis and technical input are continually considered and that intelligence and insights at Podium level is continually cascaded down the performance pathway.
- Facilitate the closer alignment and seamless connectivity between the BJA WCPP and Home Nation 'Performance Foundation' activity with a particular focus on a consistent approach to KPI setting, Talent Profiles, Competition Strategies, understanding Performance Gaps and Technical Models of Development (coach and player).
- Undertake RTD Programme Review and assist in Athlete review process for all athletes in NITDP or High Performance.
- Provide positive leadership in an ethical and professional manner to comply with the NIJF performance programme and structures for British Judo, Irish Judo, SportNI and other stakeholders.
- Build collaborative, effective and robust working relationships with other Home Country, BJA & IJA coaches and support staff.
- Engage fully with personal review processes to identify training needs and a personalised CPD programme that will enhance own coaching performance and effectiveness for the benefit of athletes.

PREFERRED SKILLS, KNOWLEDGE & EXPERIENCE

- Technically competent coaching capability to international standard*
 - Record of successfully coaching Judo athletes to international level (EJU/IJF)
 - Experience of coaching within the sport of Judo at a number of different levels
 - Previous experience of implementing Performance Programmes for the sport of Judo
 - Coaching experience in Talent Development or High Performance- for at least 3 years / or, 4 years of high level competitive experience (Senior IJF Tour)
 - Demonstrate competent performance planning skills*
 - Excellent Athlete engagement capability*
 - Proven knowledge and understanding of NITDP, BJA/IJA/NI Performance Pathway, BJA WCPP & IJA ETP/HP Programmes*
 - Proven knowledge of club education and club development systems within the context of governing bodies of sport and other key agencies
 - Knowledge of key policy drivers from Central Government/ Sport NI
 - Demonstrates highly effective communication skills that meet individual stakeholder styles.
 - Ensures own behaviours are aligned to NIJF, BJA & IJA Performance coaching philosophy, values and behaviours.
 - IT literate and competent in the use of Microsoft Office Applications.
 - Acceptable Enhanced DBS disclosure.
- *Assessed at interview

QUALIFICATIONS AND EDUCATION

- REQUIRED**
- Minimum UKCC Level 2 coach award in judo or equivalent
 - Ability to work within the UK & Ireland immediately
- DESIRABLE**
- Sports specific university degree or similar qualification
 - Previous experience as Performance Coach at EJU/IJF Tour Events
 - Experience of working within a talent development or high performance system

ADDITIONAL NOTES

Personal circumstances must allow the candidate to work extended hours on occasions during times of peak activity including evenings and weekends.

The Job Description may be subject to change at the discretion of the Northern Ireland Judo Federation and in accordance with business developments. Any changes will be communicated to & consulted with the post holder.

CORE COMPETENCIES	
CORE COMPETENCY	OUTCOMES
<p>Self-Awareness and Management <i>Definition:</i> <i>Self-awareness is an understanding of your own emotions and 'how they impact on your own behaviour and/or the behaviour of others. It is also about understanding your own strengths and limitations.</i></p>	<ul style="list-style-type: none"> • Understands the need to be strong and positive in the face of adversity but also recognises areas of one's own weaknesses and when to seek guidance and support. • Seeks feedback and considers it carefully. • Works with others to bring strengths to coaching programmes that s/he may lack. • Looks for appropriate opportunities to improve her/his areas of weakness. • Manages emotions so as to minimise negative impact on others. • Considers her/his approach at meetings to suit needs of others, rather than own preferences. • Demonstrates critical reflections of own practice and behaviour by regularly seeking feedback from athletes, peers and managers. • Highly self-motivated and able to work under her / his own direction to achieve stated objectives within the necessary timescales.
<p>Leadership and Management <i>Definition:</i> <i>Leading, encouraging, inspiring and supporting others to develop confidence and capability to help them realise their full potential. Managing resources and holding others accountable</i></p>	<ul style="list-style-type: none"> • Communicates and gains others' commitment to a compelling vision. • Provides positive leadership traits and able to inspire and influence athletes and colleagues. • Highly effective communicator both verbally and in written form. • Demonstrates personal integrity whilst dealing with colleagues and stakeholders • Able to actively listen and influence others • Challenges poor performances across all staff in a constructive manner. • Continuously seeking and / or encouraging others to seek opportunities for different and innovative approaches to addressing organisational problems and opportunities. • Ensures Health and Safety guidelines are adhered to, to mitigate risk within the Centre. • Analyses the long-term training and development needs in line with current and future business goals and requirements. • Facilitates the inputs of others and the importance of appropriate delegation. • Uses Performance Management tools to induct, manage, develop and evaluate coach performance: implement performance management system to ensure best practice.
<p>Relationship Building and Team Working <i>Definition:</i> <i>Building bonds with others to work collaboratively across organisational boundaries and using these to persuade or gain support to achieve positive outcomes</i></p>	<ul style="list-style-type: none"> • Demonstrates and role models collaborative team working through his/her integrity and behaviours. • Encourages positive and constructive collaboration between colleagues to create a strong team-working environment. • Learns to make first impressions count. Is friendly and optimistic with people s/he meets. • Identifies relationships that are not strong, meets the individual(s) concerned to establish why, and initiates actions to build the relationship(s). • Challenges others with respect and courtesy. • Creates new opportunities for individuals to work together, breaking down barriers that may get in the way of effective team working. Challenges others to do the same.
<p>Innovation and Flexibility <i>Definition:</i> <i>The ability to formulate new ideas or to adapt or use existing ideas in a new or unexpected way to solve problems, and to think ahead to spot or create opportunities and maximise them.</i></p>	<ul style="list-style-type: none"> • Is innovative, proactive and solution-minded. • Sets aside thinking time to come up with more creative ideas for getting things done. • Is prepared to consider major changes to processes and procedures if reasoned analysis shows benefits to be greater than costs. • Responds to new ideas by discussing why they might work instead of telling others why they won't work. • Asks colleagues to identify key factors that hinder performance, alternative ways to achieve results and use these to plan improvements. • Is willing to investigate options in depth, even when they are the ideas of others. • Works in a flexible and agile manner to meet the needs of the programme, athlete and colleagues.