



## High Performance Director Vacancy

### Job Purpose

*Provide leadership, management, and strategic direction to all areas of the Performance Directorate and the Rowing Ireland Team.*

Our strategy focuses on fostering an inclusive and transparent culture rooted in respect, fairness, and collaboration. We are committed to establishing a high-performance environment where every athlete, coach, and staff member is valued, their voices heard, and their contributions respected. We strive for success while emphasising empowerment and well-being, ensuring that the pursuit of excellence remains both rewarding and sustainable. Through this approach, we aim to create a performance environment that supports personal growth and peak performance for everyone involved.

### Background

Rowing Ireland is the National Governing body for rowing in Ireland. The organisation receives funding from Sport Ireland and Sport NI and boasts 8,500 registered racing members and 103 affiliated clubs, both flatwater and coastal.

**As part of its new strategic plan, the following key High Performance (HP) drivers have been identified:**

#### 1) International Performance:

Agree on a set of ambitious and tangible medal and performance targets for the future Olympics, Paralympics, World and European Championships. This ensures a clear focus and purpose in prioritising, decision-making, and resourcing the HP programmes.

**Unified Performance Framework and integrated development pathway System Development:**

Create a compelling and coherent plan for future Olympics, Paralympics, World and European championships at all levels of the sport to link the rowing community and key performance support partners. This plan should foster a highly effective and sustainable network of rowing clubs, coaches, and practitioners working together to support the ambitions of the HP programme.

## 2) Invest in Targeted Initiatives to Enhance Our Performance System

**Performance Management:** Collaborate with key internal and external stakeholders to create initiatives designed to further the goals of the HP programme. This includes team management practices, athlete welfare and wellbeing monitoring, innovation, competition calendar, and carding.

## 3) Improve the Performance Progression of HP Potential Athletes

**Performance Pathway:** Design programmes around the age and stage of athletes to reach HP standards. This involves coherent, high-quality, tailored training programmes, aligned information on methodology and technical models, and support programmes for university and club programmes.

## 4) Improve Club HP Performance Programmes

**Performance Culture:** Create a performance-based culture across club-based HP programmes at national and regional levels. This culture should support daily training environments that increase the number of podium-potential athletes and improve their performance progression.

## 5) Develop Rowing Ireland HP Coaches

**Coaching Pathway:** Create a new HP coaching programme in collaboration with internal and external partners. This programme should support the development of and create opportunities for RI coaches to gain the necessary experience to work and perform at HP level.

## 6) Ensure the HP Programme Enables and Supports Commercialisation of Rowing Ireland

**Commercialisation:** Ensure the RI HP programme is attractive to sponsors through strategic media engagement and commercial partnerships, aligning with Sport Ireland's strategy of self-sustaining National Governing Bodies (NGBs).

## Reporting structure and Location

The High-Performance Director (HPD) will be based at the National Rowing Centre, Cork with a requirement to travel regularly within the whole of Ireland.

The HPD will be a key member of the Senior Management Team, reporting directly to the CEO. This role also includes collaboration with the High-Performance (HP) Committee and periodic reporting obligations to the Board to ensure alignment with strategic objectives and organisational transparency.

## Job Description: High Performance Director

### Role Objective

- Deliver Performance Strategy: achieve annual and four-year performance targets for international success in Olympic, Paralympic, and Coastal rowing.
- Foster Success-Oriented Culture: promote an environment that values both sustained success and sustained wellness.
- Ensure there is an effective and vibrant athlete leadership group that contributes to the High-Performance Director's program management and provides periodic updates to the Rowing Ireland Board.
- Manage Athletes and Coaches: responsibility for the wellbeing, performance, training, and recovery of athletes and coaches.
- Build and maintain a culture that enables Rowing Ireland to achieve sustained success, through an unequivocal commitment to athlete wellbeing and individual empowerment.
- Holistically manage athletes, coaches and, as appropriate, Service providers, and to support them in development opportunities to allow them to flourish and achieve their potential.
- In conjunction with the CEO, be responsible for the annual high performance programme budget, ensuring successful funding applications, accurate and responsive forecasting, and timely budget management (Sport Ireland and Sport NI).
- Ensure, through long-term strategic planning and investment, that the National Rowing Centre remains a sustainable world class rowing facility and training centre.
- Ensure that the pathway into the National Rowing Centre for aspiring athletes is clear, and that transitions from Rowing Ireland - whether by retirement or for other reasons - are carefully and considerately managed.
- Contribute to and help implement Rowing Ireland's strategic vision, encouraging cross-department collaboration to ensure that resources are maximised, efficiency is delivered, and there is a shared purpose.
- Develop clear and fair team selection policies and professional program standards across all programs, ensure communication of and consistent adherence to these policies, and ensure appropriate regular feedback is provided to athletes.
- Liaise with the Federation of Sport and Rowing Ireland HP Athlete Support Manager to assist with the coordination of the six-monthly, April/May and October/November, Carded Athlete review process.

## Performance Leadership Responsibilities

**Integrate Coaching and Support:** Lead the Senior Leadership Team to apply evidence-based coaching and support across programs. (science, and medicine, performance and data analysis equipment, research and innovation, talent development, lifestyle, and welfare support)

**Hire Coaching Staff for High-Performance Program:** Building a team of HP coaches evaluating each candidate's experience within successful international rowing structures, their technical qualifications and any standout achievements, together with a high-performance assessment of their techniques, tactics, practical coaching sessions and approach to managing athletes and developing their skills

**Implement Best Practices:** Through research, innovation, and reflection, ensure optimal practices in athlete selection, classification, and individual planning.

**Maintain Standards:** Adhere to health, wellbeing, safeguarding, and anti-doping standards.

**Develop Direct Reports:** Support and develop 'Heads Of' functions and direct reports.

**Lead Representative Teams:** Provide effective leadership at World Championships and Olympic and Paralympic Games.

## Organisational Leadership

*Foster sustainable relationships with athletes and coaches, building a foundation of trust, collaboration, and long-term development to drive consistent success and excellence in performance.*

- **Champion Cultural Values:** Exemplify equality, diversity, and inclusion in all strategic actions.
- **Drive Improvement and Innovation:** Inspire continuous improvement and learning among staff and athletes.
- **Manage Performance Investment:** Maintain relationships with funding agencies in clear collaboration and oversight of the CEO and HPC partners.
- **Monitor Progress:** Ensure quarterly reporting on progress against targets.
- **Clarify Training Pathways:** Ensure transparency for clubs, athletes, and coaches.
- **Ensure Compliance:** Maintain adherence to the Athlete Classification Code.
- **Planning** Ensure the High-Performance Plan is created and implemented in line with budget allocations provided by the CEO and approved by Sport Ireland and the Rowing Ireland Board.

## Key Relationship Management

- Transformational relationships with athletes and coaches, building a foundation of trust, collaboration, and long-term development to drive consistent success and excellence in performance.
- Strong relationships with key internal and external partners and stakeholders who contribute to the success of performance objectives and programmes. Key relationships include rowers, coaches, Sport Ireland, Sport NI, Federation of Sport, Olympic Federation, and Institutes of Sport
- Strong relationships with external bodies connected with the world of international rowing, expressly – but not limited to – World Rowing.
- Maintain relationships with commercial partners, fulfilling agreed contractual obligations and contributing to future activation plans.
- Contribute to the strategic direction of the wider NGB through collaborative working with the Board and Senior Executive.

## Essential Experience and Competencies

### Experience

- Evidence of values-based leadership in a high-performing organisation.
- Demonstrates strong leadership qualities, including the ability to inspire and motivate teams, make informed decisions, foster a collaborative work environment, and drive projects towards successful completion.
- Minimum seven (7) years of direct management experience, including the management of people, preferably within the sport system at national, and international levels, three (3) of which should be at senior management level.
- Extensive experience of high-performance sport at a domestic and international level.
- Management experience in finance and human resources.
- Experience and knowledge of the sport of rowing.
- Comprehensive understanding of the interrelationship between coaching, sport science and medicine, and technology.
- Proven record of accomplishment of working with multiple partners, stakeholders, and volunteers to achieve success – including working with public funding agencies and corporate partners, media partners and sponsors.
- The HPD is a senior leader responsible for driving Rowing Ireland's high-performance strategy and achieving key performance outcomes. The HPD role must demonstrate a high level of competence in budget management, financial oversight, and human resources management to effectively support and sustain high-performance programs.

## Competencies

- Successful completion of appropriate safeguarding processes and the Sport Ireland Safe Sport Module.
- The ability to communicate ideas clearly and succinctly to both big and small groups, whether in writing, verbally, or through presentation.
- Outstanding commitment to the development of the sport, and to Olympic, World Rowing and Paralympic ideals.

## Additional Information

**Anti-Doping:** Knowledge of WADA Anti-Doping Code and promotion of a drug-free culture.

**Hours:** The post-holder's hours will be flexible to reflect the needs of the role and, while ensuring that an appropriate work/life balance can be maintained, will include time in evenings, at weekends and over public holidays. Standard working hours are 40 hours a week, although flexibility is required to ensure core objectives are achieved. National and International travel will be required.

## Role Logistics

The role is based at the National Rowing Centre, Cork with regular travel to Sport Ireland campus together with international travel. This is a four-year contract and will incorporate the need for occasional weekend work and international travel.

## REMUNERATION

Salary Negotiable.

## Equal Opportunities

Rowing Ireland is committed to equal opportunities for all staff, encouraging applications from all individuals regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief, and marriage and civil partnerships.

## Application process

A formal recruitment approach will be used to assess leadership, budgetary, and HR management skills, balanced with a focus on strategic vision and the unique demands of high-performance sports management.

Appointment subject to satisfactory vetting.

**Applications which include a cover letter and CV should be submitted to [ceo@rowingireland.ie](mailto:ceo@rowingireland.ie) by 6pm IST December 1<sup>st</sup> 2024**