

Job Title:	Performance Manager
Reports To:	Chief Executive
Location:	Flexible Regular attendance at The British Wrestling Academy, Salford, M7 1RQ will be required
Purpose:	The post holder will lead, develop and maintain a Wrestling Performance Pathway that identifies, nurtures and develops wrestlers who have the potential to qualify for Olympic Games. Develop and embed a coach development programme that ensures the pathway is supported by skilled and knowledgeable coaches.
Contract:	Permanent, full time (37.5 hours per week)
Salary:	£28,000
Travel:	Travel within the UK and internationally expected from time to time
Responsible for:	Volunteer roles

Responsibilities and deliverables:

- To create and drive a World Class environment and medal winning culture across the whole programme, through the building of strong relationships with all stakeholders including Home Nation countries, coaches, officials, management, administrative staff and scientific support personnel.
- Design, communicate and deliver Wrestling's Performance Pathway strategy to develop suitably skilled wrestlers to qualify for Olympic Games.
- Ensure operational support is coordinated and provided for effective pathway delivery
- Develop and embed What It Takes To Win (WITTW) as a curriculum of performance development that defines the skills, competencies and abilities required at each stage of development across the Performance Pathway
- Work with the GBR Coaches and Home Nation coaches to plan an annual squad calendar that enables athlete development and progression
- Coordinate and manage selection meetings for all major championships and competitions
- Financial management and integrity of pathway budgets.
- Research, implement and evaluate the delivery of a wrestler and parent education programme, sensitive to stages of pathway development, that raises performance knowledge bespoke to the emerging elite wrestler (performance nutrition, time management, holistic load management, education, sport balance, recovery).
- Build collaborative, effective and robust working relationships with Home Country coaches and support staff.
- Review coaching qualifications and align with WITTW standards
- Lead and manage a British Wrestling Coach Development Programme that supports the learning and delivery of coaches at all levels of the pathway

- Identify and develop additional opportunities for female wrestlers within the pathway structure focussed on accelerating their development
- Act as the lead Anti-Doping contact for British Wrestling and ensure compliance with the Anti-Doping Code across the pathway
- To undertake any other relevant task commensurate with the level of the role and as requested by the CEO.

Person Specification

Knowledge and Experience	Essential	Preferred
Knowledge and understanding of the needs of coaches working to prepare athletes for international level competition.	x	
Understanding of the principles and disciplines that underpin effective talent identification, confirmation and development	x	
Experience of planning, implementing and managing successful talent identification and development programmes within elite sport environments.	x	
Experience in translating principles and models into practical solutions that can be delivered to enhance the athlete/coach pathway	x	
Worked with integrated programmes in a cohesive Performance Pathway	x	
Wrestling specific technical and tactical expertise across all levels of the Performance Pathway		x
Understanding of current United World Wrestling rules, UWW competition programme, Paris Olympic Games UWW qualification system, strengths & weaknesses of opposing countries		x
Knowledge and understanding of coach development principles		x
Experience in supporting the development of coaches aligned to athlete progression		x
Contributed to athlete selection policy and procedures		x
Worked using budget controls and constraints in delivering a performance programme		x

Qualifications	Essential	Preferred
Educated to degree level within sports management and/or sports science or elite level coaching equivalent.	x	
Able to work in the United Kingdom	x	
UK Driving Licence	x	

Skills	Essential	Preferred
Excellent interpersonal and communication skills	x	
Excellent ICT skills	x	
Excellent management and organisational skills	x	
Ability to work as part of a team with a can do attitude	x	
Applies reflective practice to seek continuous improvement	x	
Can manage and adapt to dynamic environments	x	

