



Trinity College Dublin

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

Job Description

Job Title: Sport Performance Officer

School/Department: Sport & Recreation

Job category & level: Attendant

The Purpose of the Role:

The current Trinity Sport strategy for sport and physical activity places a key emphasis on the enhancement of programs and delivery specifically targeting the development of high-performance sport in Trinity.

To ensure Trinity Sport is catering for and attracting high calibre academic sporting students, this role will implement a set structure of support and development, collaborating internally with world-class research, schools, and expertise, along with engaging with external governing bodies and organisations. There is a requirement for the role holder to be flexible in how the post is delivered and structured to support athletes and teams as needed.

Standard Duties and Responsibilities of the Post:

- Ensure all areas of the High-Performance Pathway (HPP) programme and Scholarship program are monitored in-line with agreed objectives and outcomes as set out by the Student Sport Pathway Manager.

- Co-ordinate the delivery of the support services and multi-disciplinary support team in place to support teams and athletes
- Hold regular meetings with staff involved in the delivery, ensuring that all work is planned, measured and evaluated against agreed KPI's
- Plan & deliver strength and conditioning to specified athletes and teams
- Oversee the administration of the sport scholarship programme
- Continually collaborate and drive towards innovation, ensuring programs are progressive and relevant to current elite sporting models.
- Support with the identification, recruitment, and selection of athletes specific to the high-performance pathway.
- Develop a junior talent development program in specified sports and areas as agreed with the Student Sport Pathway Manager
- Co-ordinate a Performance & lifestyle support programme to support the holistic development of sport scholarship students and help them to fulfil their personal, academic and sporting potential.
- Engage with key stakeholders and partners including the Irish Institute of Sport, National Governing Bodies of Sport, and other relevant organisations and coaches regarding suitable support for specified athletes within their structure.

Managing People and Resources

- Line management responsibility for part-time sports coaching staff and volunteers
- Oversee the engagement of external support providers to support the delivery of the performance programme
- Responsibility for induction and training and objective setting of support staff
- Provide general guidance and training to other relevant staff and volunteers

Communication

- Responsibility for communicating planned elements of the performance program within the Sports Development Unit and Trinity Sport.
- Complete regular reports on the performance against specified targets
- Work with Trinity Sport staff and partners around the implementation of key strategy KPIs

Teamwork and Collaborative working

- Build a team ethos amongst support staff, coaches, athletes, and clubs
- Work collaboratively with colleagues to ensure that activities are delivered on time and to a high quality, and that issues and enquiries are responded to quickly and effectively.

Initiative, Problem solving and decision making

- Lead on the development of a programme of support for Sports Scholarship students
- Influence external stakeholders to support the development of performance sport in Trinity College Dublin
- Influence Faculty, and on occasion, University decisions through participating in relevant committees, working groups and other forums.
- Contribute to agreed external bodies, forums, and committees where relevant
- Contribute to the development of new solutions aligned to the strategy for sport and physical activity

Work Environment

- Ensure all appropriate risk assessments have taken place for all sport and exercise provision
- Be aware of risks in the work environment and potential impact on own work and that of others.

Person Requirements

The role-holder will require the following knowledge, skills and attributes for successful performance in the role

Qualifications

- Qualified strength and conditioning coach with UKSCA accreditation (or equivalent) - **Essential**
- Current 1st Aid Qualification - **Essential**
- Educated to degree level or equivalent professional qualification in a sports science/exercise discipline – **Essential**
- Talented Athlete Lifestyle Support Qualification (TALS) - **Desirable**

- Additional qualifications in performance/elite sport specific areas such as psychology, nutrition, biomechanics, physiology, performance analysis or similar - **Desirable**
- Professional associations/accreditation to Irish Institute of Sport (PQAP), BASES, UKSCA and other relevant bodies - **Desirable**

Knowledge

- In-depth understanding of the organisation & structure of performance sport in Ireland and internationally - **Essential**
- Proven understanding of the multidisciplinary elements of performance athlete support - **Essential**
- Knowledge and understanding of specific training methods and programs relevant to performance athletes - **Essential**
- Good understanding of Trinity Sport programmes and service delivery, along with relevant resources within academic areas in the College - **Desirable**
- Knowledge of current trends in sports performance and elite sport athlete development. - **Desirable**

Experience

- A minimum of 2 years proven experience specifically in a high-performance sport - **Essential** environment, working directly with athletes and teams to improve their overall performance.
- Track record of coaching successful athletes and teams in a lead role within a performance sport setting - **Essential**
- Demonstratable experience of working within a multi-disciplinary performance setup - **Essential**
- Demonstratable experience of devising, monitoring and reviewing athlete plans - **Essential**
- Demonstratable experience of managing a team of volunteer and/or professional coaches and other support staff - **Desirable**
- Experience of supporting athletes with life skills and personal issues which may impact their training and academic programme - **Desirable**

Skills

- Excellent organisational skills - **Essential**
- Excellent communication skills (verbal & written) - **Essential**
- Ability to work independently and as part of a team - **Essential**
- High quality presentational and inter-personal skills - **Essential**
- Evidence of continual professional development relevant to the role – **Essential**
- Ability to write reports - **Desirable**
- Good IT Skills (MS Office) - **Desirable**

Personal Attributes - Essential

- Ability to train, manage and motivate people
- Team player ~ approachable
- Ability to show empathy and understanding
- Aptitude and enthusiasm for problem solving
- Flexible approach to working hours / duties
- Passion for sport / exercise