

Job title	Performance Pathway Manager	Reporting to	Strategy and Development Manager
Department	Performance and Development	Employee location	Flexible Own transport & clean driver's licence National and Overseas travel
Company location	Weightlifting Wales, Canolfan Brailsford, Bangor University, Ffriddoed Road, Bangor, Gwynedd LL57 2EH.	Key interface	Weightlifting Wales performance sub-committee and colleagues, athletes, academies, licensed clubs, Commonwealth Games Wales, Sport Wales, Disability Sport Wales, UK Anti-Doping and British Weightlifting.
Salary Range	£30,900 per annum for 0.60 FTE (Actual £18,540 per annum)	Working hours	22.5 hours per week
Company website	https://weightlifting.wales		

Job Description

Job Summary - To deliver key elements of the Weightlifting Wales strategy for building champions and to support in other strategic areas: developing our people and working together.

Role and Responsibilities

Building Champions

- Work with Board's performance sub-committee to review and deliver all aspects of the Weightlifting and Para Powerlifting performance and development pathways, to include selection, policy drafting, athlete funding and talent campaigns.
- Lead team meetings.
- Manage the pathway budget.
- Responsible for planning the Weightlifting and Para Powerlifting training and international competition programme for elite and developing athletes.
- Develop an inclusive athlete development pathway, creating environments where athletes and coaches can thrive.
- Deliver and review an inter-disciplinary support services programme that will enhance athlete development.
- Work with Sport Wales to plan development and performance projects which support athletes, coaches and parents.
- Embed equality and diversity across all programmes and maintain a duty of care to athletes and coaches.
- Uphold the organisational values of Weightlifting Wales and contribute to the working and welfare of the athletes in Wales.
- Support the Performance and Development team at training squads, camps and international events.
- Publicise the successes of pathway programmes.

Developing our People

- Build and lead a coaching workforce of Weightlifting Wales colleagues and licensed coaches.
- Provide guidance to coaches for planning and reviewing individualised training programmes for funded athletes.
- Mentor licensed coaches supporting Weightlifting Wales staff at international events and training camps to ensure their continued development.
- Contribute to the development of coach education programme.
- Provide support for athletes in transition, beyond their senior competitive careers.

Working Together

- Support partnership building with key stakeholders and other strength / power based national governing bodies.

- Develop academy programmes and talent transfer pathways to and from Weightlifting Wales.
- Work with Weightlifting Wales staff to plan generic conditioning programmes for national governing bodies whose athletes are using academies for conditioning.
- Promote the signposting of national governing body pathway athletes to academy strength and conditioning programmes.
- Manage development and performance relationships with colleagues at Disability Sport Wales, Commonwealth Games Wales, Sport Wales, UK Anti-Doping and British Weightlifting.

This list is not to be regarded as exclusive or exhaustive as there may be other duties and requirements associated with the post which the organisation may call upon the post holder to perform. The post holder must ensure that equality standards are met on a daily basis and that the equality policy is adhered to.

This role is equivalent to 0.6 FTE (some weeks may require more work, other weeks will require less).

Personal Specification

The successful candidate will have experience, knowledge, skills and attributes in the following areas:

Experience

- Translating performance targets into delivery plans.
- Integrating sport science, sport medicine and training programmes.
- Working within multi-disciplinary teams to support athletes/teams.
- Generating, implementing and monitoring plans and budgets.

Knowledge

- International level competition and training methodology and practice.
- Principles behind the long-term development/inclusive athlete development
- Sport science and sport medicine principles.

Skills

- People management, with the ability to inspire, organize and motivate others.
- Building and maintaining relationships.
- Managing many projects simultaneously.

Attributes

- Goal oriented.
- A good team player, able to develop trusting working relationships with athletes, parents, professional and volunteer staff from multiple agencies.
- Integrity and high ethical standards.

Desirable skills, knowledge and experience

- Welsh language speaker.
- Experience of coaching weightlifting and Para Powerlifting.

The position requires a Full clean driving license, Enhanced DBS and valid Safeguarding certification.

WEIGHTLIFTING WALES IS AN EQUAL OPPORTUNITIES EMPLOYER

Weightlifting Wales is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of age, disability, gender or gender assignment, marriage and civil partnership, sexual orientation, pregnancy and maternity, race, religion or belief.

The successful candidate will be expected to adhere to the Weightlifting Wales Code of Conduct and adopt Weightlifting Wales values surrounding safeguarding and equality. The successful candidate will be required to work some evenings and weekends and will be required to travel as part of this role.

The post holder will have access to support and training in a variety of job-related areas:

- Continued professional development opportunities.
- Support and supervision meetings.
- Maintaining safe working environments and other statutory obligations.