

Job Information Pack

British Weight Lifting – the National Governing Body responsible for weightlifting and para powerlifting has the following vacancy.

We look forward to receiving applications from interested and appropriately qualified individuals.

Job Title: Performance Pathway Manager (maternity cover)

Reports to: Head of Performance (Weightlifting)

Location: Homeworker (ideally based in the Midlands)

Closing date: 17 November 2024

Interviews: Will be held online on 21 November 2024

1st Floor Office Suite, St Ann's Mill, Kirkstall
Road, Leeds, West Yorkshire, LS5 3AE

T: 0113 224 9402

E: enquiries@britishweightlifting.org

About British Weight Lifting

As the UK's recognised Governing Body for weightlifting and para-powerlifting our role is to inspire a nation of weightlifters and para-powerlifters through exceptional leadership and expertise. We are responsible for the growth and success of weightlifting and para-powerlifting at every level. Our work sees us support a network of weightlifting bodies, clubs and gyms across the UK, as well as the thousands of people actively involved in Olympic and Paralympic weightlifting disciplines. We strive to deliver exceptional training programmes, educational structures and competitions that create opportunities for individuals to participate and excel in our sport.

Vision A new generation NGB focusing on weightlifting, para powerlifting and strength-related activities.

Mission To educate inspire and create greater opportunities that appeal to a more diverse and inclusive audience, resulting in greater levels of activity and a fitter, healthier and stronger nation.

Approach To be: innovative, focussed, collaborative, agile and insightful.

Values **Care:** Maintain integrity and respectful relations with all our stakeholders, customers, partners, suppliers, employees and communities

Share: expertise, knowledge, passion, enjoyment and innovation

Dare: to make a difference to solve problems and achieve goals that drive performance and the sports forward in a collaborative manner

Strategy

Our strategy "**STRONGER-TOGETHER**" for 2021-2025 incorporates two key strands:

BWL as an enabler and partner showcasing strength as a lifestyle:

- Advocate for strength
- Positive experiences for all
- Connecting health and wellbeing
- Connecting Communities

BWL as an enabler of sporting success:

- Membership at the heart of everything we do
- Enabling ambition – Performance and talent
- Workforce and people
- Innovation to enable broader management

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Job Description

Job Title:	Performance Pathway Manager (Maternity cover)
Hours:	Full time: 37.5 hours per week
Salary:	£32,000-34,000
Location:	Homeworker but ideally based in the Midlands
Responsible to:	Head of Performance - Weightlifting

This is a fixed term position for a maximum of 15 months.

The role will require weekly travel to the Midlands area and some weekend travel and overnight stays to support the delivery of camps and squads

Main purpose of the Job

- Provide leadership and strategic direction for BWL's Pathway Officer, GB Talent Transfer and Para Powerlifting Development programmes
- Provide excellent performance management for all GB Talent Transfer and GB Para Powerlifting Development programme athletes
- Work closely with the BWL Pathway Officers and relevant coaching teams to co-ordinate and deliver annual recruitment events, camp programmes and athlete discovery.

Key Responsibilities

- Provide line management and leadership for BWL's Pathway Officer Team and in doing so effectively ensure the co-ordination and delivery of the following programmes to a high standard.
 - *BWL Talent Academy accreditation programme*
 - *BWL Raise The Bar programme*
 - *BWL People Development programme*
- Work closely with Lead Coaches to co-ordinate the annual selection, induction, goal setting, review and exit processes for the following programmes:
 - GB Talent Transfer programme – Weightlifting
 - GB Development programme – Para powerlifting
- Work closely with the Performance Pathway Administrator to ensure accurate tracking and monitoring of KPIs required for annual / quarterly reporting processes for key stakeholders, Sport England, Sport Scotland and UK Sport.
- Build, develop and maintain positive relationships with key stakeholders including athletes, coaches, talent academies, performance hubs and funding bodies that contribute to performance pathways.

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- Build and maintain partnerships with key NGBs and partner organisations operating in the wider sport and fitness sectors to facilitate Talent Transfer and Talent Identification at all levels (National / Regional / Local) for both Weightlifting and Para Powerlifting.
- Support the Head of Performance (Weightlifting) to implement BWL's desired performance culture:
 - *Develop an environment and culture that is more conducive to athlete development*
 - *Develop an environment and culture that is more open to learning*
- Work effectively with the Head of Performance (Weightlifting) to ensure there is integration and wider organisational support in areas such as education, competitions, communications, IT and digital developments, governance/compliance and Board reporting.
- Support the wider business with any projects requested.
- Demonstrate commitment and behaviours in line with the BWL values.

Person Specification

The person specification describes the experience, qualifications, knowledge, skills and abilities that BWL are looking for.

Essential skills/experience are:

- Experience of working in a multi-disciplinary team in professional or Olympic sport.
- Experience of performance and / or programme management in sport.
- A comprehensive understanding of performance pathways and talent recruitment .
- A Strategic thinker – must be capable of developing a clear understanding of the BWL Progression strategy and commitment to working collaboratively as part of a team to achieve strategic objectives.
- Ability to build and maintain positive relationships with people from all backgrounds.
- A team player who is willing to invest their time in the development of others.
- Excellent planning and organisation skills.
- Outstanding communication skills – written, verbal and presentation.
- A good understanding of Sport England's Uniting the Movement strategy.
- Being open to learning and willing to invest time in personal development.
- Ability to think logically and identify solutions to challenging problems.
- Ability to prioritise and maintain focus on essential tasks during busy working periods
- A passion for strength training.
- Commitment to equality and diversity.
- Full driving licence.
- Strong IT skills.
- A DBS Check at an enhanced level will be required for this role.

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Desirable skills/experience are:

- Experience of strength and conditioning
- Experience of line managing small teams
- Experience of working with volunteers to deliver engagement programmes
- A degree in Sports Management or similar qualification

Salary and benefits

- The starting salary for the position will be circa £32,000-34,000, depending on experience and qualifications. Salaries are reviewed each year in April.
- 26 days annual leave (which increases with length of service), plus statutory bank holidays.
- A company pension scheme.
- An annual bonus scheme.
- An Employee Assistance Programme – delivered by a third-party organisation.

Commitment to Equality

BWL is a recognised equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of age, disability, gender reassignment, marriage and civil partnership, sexual orientation, pregnancy and maternity, race, religion, belief and gender.

Application and Selection Process

Application: Please download and complete the application form from our website: [Careers at BWL - British Weight Lifting](#) email it to sue.ward@britishweightlifting.org

Selection: Shortlisting will take place as soon as possible once applications close. Please can you indicate clearly on your application form, a telephone number and email address where you can be contacted during office hours (9.00am – 5.00pm). Successful applicants will be contacted via email with information relating to the interview time, location and format. If you have not heard from us within two weeks of the closing date please assume that your application has been unsuccessful on this occasion.

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