**Cycling Ireland High Performance Paracycling Development Coach**

Cycling Ireland (CI) is the National Governing Body for Cycling in Ireland. Our Head Office is based at the National Sports Campus, Blanchardstown, Dublin 15. For further information, please see our website at www.cyclingireland.ie .

We are now recruiting for the position of High-Performance Paracycling Development Coach to strengthen our High Performance (HP) Pathway for aspiring riders to reach elite Championship level competitiveness in the LA Paralympic Cycle and beyond.

**Aim of this role**

The post holder will lead the on the development and delivery of an inspirational HP pathway programme from participant or talent ID entry point through to senior elite competitiveness on the world stage and athletes becoming Carded on our elite programme.

**Role**

The successful candidate will work with the Head Coach (HC), National Paracycling Coach (NPC) and CI Paracycling Commission in the delivery and strategic leadership of the “Perform” aspects of CI’s 2020-2024 Strategic Plan. A key aspect of which, is the establishment of sustainable structures and systems specific to Olympic and Paralympic Programmes.

Our aim is to identify, develop and support riders through these essential stages in the High Performance Pathway to enhance their potential to be competitive as senior athletes in future Paralympic cycles. To underpin this aim, the successful candidate will also work closely with the CI Paracycling Commission in their activity to introduce new participants to paracycling disciplines as represented by “Participate” and “Enable” pillars in CI’s strategic plan.

Cycling Ireland is proud of its Paracycling programme which is a fully integrated part of its High Performance Unit (HPU). We have established a successful track record in recent Paralympic cycles. The HP Paracycling Development Coach is a new position in the HPU jointly funded with Paralympics Ireland for the provision of high-performance coaching services to nationally identified development level Para cyclists or potential talent ID and talent transfer athletes.

**Reporting Structure**

The Development Coach will work closely with the National Paracycling Coach and will report primarily to the Head Coach, and through the management structure to the High Performance Director. The post holder will also benefit with a close working relationship with our Paracycling Commission.

**Key Responsibilities**

* Develop and lead on a new HP Paracycling Development Programme.
* Deliver targeted talent ID initiatives in collaboration with a variety of key stakeholders including Paralympics Ireland.
* Assist the NPC in the delivery of HPU training and competition events for elite para cyclists when required.
* Lead on athlete programming and coaching where required within the HP Paracycling Pathway. This includes (but not limited to) athlete development, rider position, periodised programming, regular athlete and programme reviews and debriefing, appropriate competition programme, major event qualification.
* Maintain a presence at key domestic events (racing, training or development based).
* Cultivate a healthy, performance focussed culture within the identified cohort of athletes and support staff.
* Take a leading role in assisting athletes identifying equipment solutions and resourcing equipment adaptations in conjunction with NPC and Paracycling Commission as appropriate.
* Line management of operational delivery on events, activities and workshops with other CI Coaching staff, support staff and volunteers.
* Collaborate with the HC and Sport Ireland Institute Head of Performance Support to provide direction to the Sport Ireland Institute (SII) staff team for effective deployment of medical, sports science support and other resources in conjunction with other contracted CI coaching team members.
* Assist in the development of policies and input into procedures as required by the HC or HPD, which may relate (but are not limited to) pathway policy, coaching practice, athlete agreements and athlete welfare.
* Formulate coaching recommendations when required for decisions relating to team composition or race selection at an event in respect of a rider’s or team’s ability to perform to the HC or HPD.
* Collaborate effectively with athletes & volunteers within the Paracycling Commission and HP programme in conjunction with CI and SII staff to ensure an athlete centred approach, and effective and efficient delivery of team operations.
* Cultivate effective partnerships with education providers and local sport partnerships to support the development of the HP athlete pathway.
* Ensure the optimal delivery of the HPU event and training camp operations.
* Assist the HC with the effective management of the HPU budget as it pertains to paracycling development activity, ensuring all operations are delivered within designated parameters and organisational policy.
* Assisting with all selection processes with input to setting, publication and promotion of criteria.
* Work effectively with the CI High Performance Mgt group as required.
* Provide reports, review insights and monitoring data as required by the High-Performance Director, and Head Coach and other key stakeholders.
* Undertake additional administrative tasks related to the role; work with colleagues regarding bookings & logistics associated with the programme where required.
* Work in collaboration with the HC and other colleagues regarding acquisition and deployment of equipment and physical resources.

**General Responsibilities**

* Act as an ambassador for CI and always represent the organisation in a professional manner.
* Manage own workload and report on outputs.
* Work closely with other CI staff to ensure alignment of objectives and activity with other CI departments.
* Undertake personal CPD, both formal and informal, to develop and maintain World Class professional skills & knowledge.
* Develop and enhance transfer of “best practice” through effective communication channels, both internally and externally.
* Have a presence in the wider sporting community to bring best practice and innovations back to benefit the HPU.
* Work closely alongside fellow CI coaches in managing the relationship with riders and their representatives. Encourage participation, talent development, diversity, and inclusion in the CI HPU.

**Requirements**

* Be domiciled and eligible to work in Ireland on a full-time basis.
* Comfortable with regular domestic and international travel, and regular evening and weekend work.
* Excellent command of English language both spoken and written.
* IT literate
* Full unrestricted drivers’ licence and sound driving record.
* Car owner or access to a Car
* Current Passport

**Essential Skills and Experience**

* Experience in a similar or comparable role/s, pertaining to working with para-athletes, young people in a HP Pathway, talent ID, and/or long-term athlete development.
* An understanding of appropriate benchmarks required for athletes entering or operating at different levels of the pathway.
* Experience working in a cycling or similar high-performance role in an NGB or professional setting, and an ability to demonstrate implementing best practice of identifying and coaching athletic talent.
* Relevant third level qualification in sport/exercise science/coaching, sports management, or related discipline; or equivalent significant workplace experience.
* Strong knowledge and experience of coaching cycling through all its disciplines; and experience of the high-performance cycling environment globally, or alternatively experience of working with para-athletes in other sports.
* Experience in programme leadership involving athletes, coaches and co-ordinating a small staff and/or volunteer team.
* Experience of working with a volunteer led organisation.

**Personal Qualities**

* Integrity and personal values beyond question in delivering performance outcomes ethically.
* High level interpersonal skills along with discretion dealing with sensitive and confidential information.
* A can-do attitude and ability to manage numerous projects concurrently.
* Creative thinker with strong administrative skills and attention to detail.
* Flexible and adaptable attitude with a proven ability to work under pressure.
* Well-developed conflict resolution and problem-solving skills.
* Strong work ethic and ability to work in a dynamic environment.
* Team player and ability to work on own initiative as well as in a small, dedicated team.
* Enthusiasm, commitment, and creativity.
* Ability to work under pressure and prioritise workload.
* Pro-active approach to exchanging feedback and professional development.

**Remuneration and Location**

* Package: The package will be commensurate with qualifications and experience, reflective of the not for profit/sports sector.
* Position Tenure: permanent full-time post, subject to 3-month probation, reviewable annually based on performance. Commencement date to be negotiated within the employment contract of the successful applicant.
* Hours per week: (Full-time 37.5hrs) - This position will require, at times, irregular and unsocial hours and remote working.
* Physical Location: (where CV-19 regulations permit and noting the travel requirements of the role): Cycling Ireland Head Office, The Clockhouse National Sports Campus, Blanchardstown, Dublin 15, D15 CXC2
* 25 Days Annual Leave

**Appointment will be made subject to satisfactory:**

* Garda/Access NI Vetting or equivalent safeguarding checks.

Cycling Ireland is an Equal Opportunity Employer. This post is funded in partnership with Paralympics Ireland.

**Applications to include current CV and cover letter, to** [**myra.mcglynn@cyclingireland.ie**](mailto:myra.mcglynn@cyclingireland.ie) **on or before COB 23rd October, 2023. If you would like to have an informal discussion regarding the role please contact the High Performance Director, Iain Dyer at** [**iain.dyer@cyclingireland.ie**](mailto:iain.dyer@cyclingireland.ie)**, or Head Coach Neill Delahaye at** [**neill.delahaye@cyclingireland.ie**](mailto:neill.delahaye@cyclingireland.ie)