



## Development Coach – Job Description



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

We are now recruiting for the position of Development Coach to strengthen our pathway for aspiring riders to reach World Championship level competitiveness in the LA Olympic Cycle and beyond.

### Aim of this role

Lead the on the delivery/development of an inspirational pathway programme from youth participant or talent ID through to senior age group competitiveness on the world stage.

### Role

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

The Development Coach is a new position in the High-Performance Unit (HPU) for the provision of high-performance coaching services to nationally identified young riders covering predominantly the final year youth, Junior and first year senior age groups.

Our aim is to identify, develop and support riders through these essential stages in the pathway to enhance their potential to be competitive as senior athletes in future Olympic cycles.

Currently we have a successful Athlete Development Programme, delivered in association with practitioners from Sport Ireland Institute. Recently this has been expanded from the Jnr age group to incorporate final year U16’s. We wish to continue developing this exciting programme, and look to develop further support across the Junior to Senior transition in future. We also aspire to develop further in the area of Talent ID in youth age groups, and see this new role as a key post in realising these ambitions, alongside day to day support of our Junior athletes.



## Reporting Structure

The Development Coach 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 NTC.

## Key Responsibilities

- Manage and continue to develop an exciting Athlete Development Programme, in collaboration with Sport Ireland Institute practitioners across a range of supporting activities including nutrition, psychology, physiology and performance lifestyle.
- Lead on athlete programming and coaching within their discipline(s). 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).
- Develop and lead on the delivery of new and targeted talent ID initiatives.
- Cultivate a healthy, performance focused culture within the identified cohort of athletes and support staff.
- Line management of operational delivery on events and activities 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 SII staff team for effective deployment of sports science support and resources in conjunction with other contracted CI coaching team members.
- Assist in the development of policies and input into procedures as required by HC or HPD, which may relate (but are not limited to) selection, team management, coaching practice, athlete agreements and athlete welfare.
- Formulate coaching recommendations for the final decisions relating to team composition or race selection at an event in respect of a rider's or team's ability to perform to HC or HPD.
- Lead and collaborate with athletes & volunteers within the HP programme in conjunction with CI and SII staff to ensure an athlete centered 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.
- Collaborate where required with relevant commissions with regard to specific discipline or age group activity.
- Assist the HC with the effective management of the HPU budget as it pertains to the ADP and Jnr programmes, 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, and making formal selection recommendations to panel members as required.
- Work effectively with the CI High Performance Mgt group as required.
- Provide reports, 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 the HP Admin Manager regarding bookings & logistics associated with the programme where required.
- Work in collaboration with the HC and CI Service Course Manager regarding acquisition and deployment of equipment and physical resources.



### General Responsibilities

- Act as an ambassador for CI and represent the organisation in a professional manner at all times.
- Manage own workload and report on outputs.
- Complete administrative responsibilities including advising on recommendations to selection panels regarding selection to squads or teams, reports, athlete reviews.
- 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 maintain & develop World Class standard 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.

### Essential Requirements

- Be eligible and willing to work in Ireland on a full-time basis.
- Comfortable with domestic and international travel, and regular evening and weekend work.
- Excellent command of English language both spoken and written.
- Full unrestricted drivers’ license and sound driving record.

### Essential Skills and Experience

- Experience in a similar or comparable role/s, pertaining to 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.
- Experience in programme leadership involving athletes, coaches and coordinating a small staff and/or volunteer team.
- Experience of working with a volunteer led organisation.
- Computer literate in Microsoft Office



### 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.
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- 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, reviewable annually. Commencement date to be negotiated within the employment contract of the successful applicant.
- Hours per week: (Full-time 39hrs pw) - This position will require, at times, irregular and unsocial hours and remote working. As such flexible working arrangements are available.
- 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 appropriate working with children checks in country of origin
- Reference Checking Procedures

### Cycling Ireland is an Equal Opportunity Employer

