



National Paracycling Coach

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.

We are now recruiting for the position of National Paracycling Coach to work within the High Performance Unit (HPU) to lead the Para team to the 2024 Paris Paralympic Games and beyond.

Role

The successful candidate will work with the High-Performance Director (HPD) and Head Coach (HC) 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 National Paracycling Coach (NPC) is responsible for taking a senior coaching role for all Para disciplines in the HPU in the provision of high-performance coaching services to nationally identified riders that operate within our Paralympic Programme.

Reporting Structure

The National Paracycling Coach will report primarily to the Head Coach, and through the management structure to the HPD.

Key Responsibilities

- In Conjunction with the HC, develop and manage an inspirational Paralympic Programme structure and strategy. This includes (but not limited to) athlete development, periodised programming, regular athlete and programme reviews and debriefing, appropriate competition programme, major event qualification, equipment and aero strategy.
- Responsible for all Coaching and programming of CI carded para-athletes in the Paralympic Programme.
- Assist in the development and line management of an effective athlete development pathway from Talent ID and development groups leading to the senior Paralympic Programme.
- Cultivate a healthy, performance focussed culture.
- Line management of operational delivery in event 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, the Paralympics Ireland, Cycling Ireland Paracycling Commission & volunteers within the HP programme in conjunction with CI and SII staff to ensure an athlete centred approach, and effective and efficient delivery of team operations.
- 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 the Paralympic Programme, 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 closely with Service Course Manager regarding acquisition and deployment of equipment and physical resources.

General Responsibilities

- Act as an ambassador for CI and represent the organisation professionally at all times.
- Collaborate as required with Paralympics Ireland and the Cycling Ireland Paracycling Commission.
- 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; with international travel required to identified offshore training camps or bases and competition locations.



- Excellent command of English language both spoken and written.
- Full unrestricted drivers' licence and sound driving record.

Essential Skills and Experience

- Significant' experience in a similar or comparable role/s.
- Experience working in a cycling high-performance role in an NGB or similar professional setting in elite sport.
- 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 management involving athletes, coaches and managing 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 with sensitive and confidential information.
- A can-do attitude and ability to manage numerous projects at once.
- 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.

Remuneration and Location

- Package: The package will be commensurate with qualifications and experience, reflective of the not for profit/sports sector.
- Position Tenure: permanent role dependent upon continued stakeholder funding and related functions.
- Hours per week: (Full-time) - This position will require, at times, irregular and unsocial hours and remote working in line with current Covid 19 regulations. 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



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

How to apply

All applications to include CV and cover letter must be sent to exec@cyclingleland.ie on or before COB 16th September 2022.

Cycling Ireland is an Equal Opportunity Employer