**Application Pack: High-Performance Lead**

Thank you for requesting an application pack for the position of High-Performance Lead at Goalball U.K.

This application pack contains the following documents:

* About Goalball U.K. and the context of the role
* Job description
* Person specification
* Next steps and important dates
* Application form
* Equality and diversity monitoring form

Before making an application if you would like an informal conversation about the role please contact Mark Winder, Chief Executive Officer on [mark@goalballuk.com](mailto:mark@goalballuk.com) to arrange a convenient time.

Closing date: 18th March 2022

# **About Goalball and Context to the Role: High-Performance Lead**

# **About Goalball UK (GUK)**

Goalball is a fast-paced, action-packed, 3-a side indoor game of attack and defence designed for people who are blind or partially sighted. As a Paralympic sport, it is played by both men and women.

Funded by the National Lottery and Exchequer, through both Sport England and UK Sport, GUK is the governing body, with charitable status, responsible for the sport of goalball in the U.K.

In February 2019 Goalball UK launched a 5-year strategy: Transforming More Lives with the vision to transform the lives of blind and partially sighted people through goalball. As a core part of this strategy, we are committed to developing players from within our sport and building a robust and sustainable talent and performance pathway.

If you join Goalball U.K, you will work in a progressive, caring, inclusive, charitable organisation that takes pride in truly ‘Transforming People’s Lives’.

We pride ourselves on being bold in our words and actions in supporting the ‘Goalball Family’ on their transformational journeys. We are committed to challenging other inequalities and reducing the barriers to participation and improving the life chances of all people with a visual impairment (V.I.).

It is an exciting time to join Goalball U.K., with the IBSA World Games taking place in Birmingham in August 2023. As hosts, both U.K. goalball teams have a guaranteed opportunity to qualify for Paris 2024 as well as showcase our sport across the home nations. This role will be integral to our success in these games and beyond.

## **Context to the Role**

This is an exciting opportunity to develop and lead our high-performance system by building on the commitment and efforts of athletes, staff, and volunteers within our sport in the UK.

We are looking for a skilled, enthusiastic, innovative person to develop the programmes, system, and individuals throughout the next Paralympic cycle and into the Los Angeles cycle.

The High-Performance Pathway Lead will work full-time. This exciting new position will play a pivotal role in leading the development of the talent and high-performance pathway and culture within our sport.

## Job Description: High-Performance Lead

**Job title:** High-Performance Lead

**Employed by:**  Goalball UK

**Location:** Negotiable *with regular domestic and some international travel required in line with the needs of the organisation*

**Responsible to:** The CEO

**Working closely with:** Talent Lead

**Salary Range:** £37-£45k

**Key Relationships:** Programme staff, athletes, national team coaches

The Board, Senior Leadership Team, and wider staff group

UK Sport, Sport England

The British Paralympic Association

British Athletes Commission

British Blind Sport and other potential partners

## Purpose:

The key purpose of the role is to create and lead a robust and sustainable performance pathway for both male and female goalball players, leading to Paralympic qualification and challenging for medals.

The post holder will be expected to develop and lead a professional, high-performing team that will deliver athlete-focused, effective and efficient performance programmes.

Working with the CEO and in partnership with the Talent Lead, the successful individual will be expected to shape and deliver the strategic direction of the performance and talent programmes leading to success on the international stage.

## **Main tasks and responsibilities:**

* To create and deliver a world-leading Performance Strategy for Goalball U.K.
* Refine, develop, and communicate progress internally and externally on the Sport’s Campaign plan
* Work within Goalball U.K. to showcase athletes and teams to raise the profile of Goalball U.K. and inspire aspiring athletes from the blind and partially sighted community.
* To create a high-performance culture within the programme.
* To implement robust systems and tools for monitoring and reviewing the effectiveness of the Performance Strategy.
* To ensure the effective day-to-day management of the programme staff (who are all part-time or volunteers).
* Work closely with the Chief Financial Officer to manage the high-performance budgets
* To create and develop effective partnerships and relationships that support the strategic objectives.
* Work closely with the Talent Lead to develop a system that takes talented athletes and develops them into world-class goalball players.
* Be responsible for all elements of administration for programme activity and the classification of athletes.
* Be responsible for athletes’ safety and physical and mental health, including signposting to relevant services if required.
* Manage and mitigate against key risks.
* Draw on best practices from other sports and other countries.

## **Key activities:**

## **Strategy Development**

* + Create and deliver our Performance Strategy.
  + Implement robust systems to implement, monitor and evaluate all aspects of the Performance Strategy.
  + Work with programme staff to create an optimal performance environment and systems to produce world-leading athletes, supported by strong systems for the identification, recruitment, and development of talented athletes.
  + To lead the creation of a High-Performance Coach CPD programme.
  + Coordinate the creation of long-term training and competition structures.
  + Develop talent identification strategies and structured pathways for athletes, coaches, and officials (working in partnership with the Talent Lead).
  + Liaise with National Paralympic Committees and World Para Sports to better understand and overcome barriers to participation and sport technical development.
  + Develop strategies to improve athletes’ physical and mental wellbeing to facilitate high performance.
  + To report on the management of the strategic and operational plans and targets.
  + To oversee and be accountable for compliance with the requirements of external bodies (including but not exclusively: UK Sport, IBSA, UKAD, Sport England, BPA).

## Leadership & Management

* + Create an inspiring high-performance culture through leadership, management, and strategic direction.
  + Ensure effective day-to-day management of programme staff, through high-quality and regular support.
  + Ensure the effective management of stakeholder and donor funds and assist with funder compliance requirements
  + Oversee the annual review of the programme.
  + Oversee and support the submission of key applications and monitoring reports.
  + Work as part of the Senior Leadership Team within the wider Goalball U.K. team to ensure high performance is considered in decision making.
  + Work closely with the Talent Lead to improve the player, coach and officials pathway.

## Other duties:

* Any other reasonable duties identified by the Chief Executive Officer within the post holders’ capabilities and in line with the needs of Goalball U.K.

## **Additional responsibilities as a member of staff:**

* Everyone working with Goalball U.K. is expected to contribute to the development of our sport across a wide range of activities, accepting collective and individual responsibility, where necessary. This may include directly delivering activities or working upwards to shape the strategic direction of the organisation.

## Terms and conditions:

* This appointment is offered on a fixed-term basis for 36 months (3 years).
* Working hours are 37 per week and the role is viewed as full-time.
* Salary is budgeted to be between £37,000 and £45,000 per annum.
* Annual leave for a full-time role within the organisation is 33 days per year, inclusive of all public and statutory holidays. Based on working a 37-hour week annual leave entitlement is calculated to be 244.2 hours, including public holidays.
* All reasonable and authorised expenses will be reimbursed in line with our expenses policy.
* Due to the nature of the role and coming into direct contact with young people and vulnerable adults either directly, or via information held on our systems, the appointment will be subject to a satisfactory disclosure from an enhanced DBS check.
* This appointment is subject to the receipt of satisfactory references.
* This appointment is subject to the completion of a satisfactory probationary period of 6 months.

# **Person Specification High-Performance Le**

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| Attribute | Essential | Desirable | Assessed |
| **Experience** | A background and recent experience in High Performance sport. Involvement in the creation or delivery of a sports talent and performance system. |  | A, I |
|  | An understanding of High-Performance coaching, competition, and talent pathways. |  | A, I |
|  | Experience of managing budgets and allocating resources. |  | A, I |
|  |  | Experience working within the Paralympic movement. | A, I |
|  |  | Experience of goalball, and in particular international competitions. | A, I |
|  |  | Experience of working with people who are blind or partially sighted. | A, I |
|  |  | Experience of coaching within high performance systems. | A, I |
|  |  | An understanding of sports psychology and how this may impact performance. | A, I |
|  |  | Experience managing athletes’ physical and mental wellbeing in a sports environment. | A, I |
| **Knowledge** | An understanding and awareness of the UK performance system. |  | A, I |
|  | An understanding and experience of the U.K. organisations involved in the talent development system. |  | A, I |
| **Skills** | Strategic thinker who can establish a vision, provide direction, and inspire a performance culture. |  | A, I |
|  | Proven leadership skills in a performance development environment. |  | A, I |
|  | Experience and understanding of talent systems and programmes. |  | A, I |
|  | Experience and understanding of budget management and control. |  | A, I |
|  | Outstanding communication skills - written, verbal and presentational. |  | A, I |
|  | Strong planning and organisation skills, with the ability to delegate and empower. |  | A, I |
|  | An ability to work flexibly, adapting to situations as they change. |  | A, I |
|  | A commitment to the aims and objectives of Goalball UK in promoting it in the best interests of stakeholders and staff. |  | I |
| **Qualifications and Training** | Relevant degree level qualification in related area or discipline or related up-to-date experience. |  | A, I, Q |
|  | Evidence of ongoing personal and professional development related to the job. |  | I |
| **Other Requirements** | Satisfactory enhanced disclosure from the Disclosure and Barring Service. |  | DBS Application |
|  | Able to work away from home from time in time in line with the needs of the role. |  | A, I |
|  | A commitment to equalities, diversity, and inclusion. |  |  |
|  |  |  |  |

A- Application Form; I- Interview; Q- Proof of qualification; E- Exercise/Task at Interview

# **Next Steps: High-Performance Lead**

Please complete in full the attached application form and return it before Friday 18th March to Mark Winder, CEO.

When completing the application form, we encourage you to read the Job Description and Person Specification carefully as we assess an applicant’s suitability using these documents.

Email completed application forms to: mark@goalballuk.com

Post completed application forms to:

Mark Winder

Goalball UK

English Institute of Sport

Coleridge Road,

Sheffield

S95DA

*(Clearly mark the envelope Private & Confidential)*

Shortlisting of applicants will take place between Day 21stth March and 31st March 2022.

Whilst our preference is for interviews to be held face-to-face, we understand this may not be practical in every situation and will therefore make provision for this part of the process to be held remotely if necessary.