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| TITLE | ELITE PERFORMANCE MANAGER |
| REPORTS TO | GB Boxing Performance Director |
| MEMBER OF: | Senior Management team of GB Boxing World Class Performance Programme (WCPP) |
| SALARY: | Competitive and commensurate with qualification and experience |

JOB LOCATION

- The normal place of work will be GB Boxing headquarters at the English Institute of Sport in Sheffield.
 - The successful candidate will be expected to undertake such travel as is necessary to fulfil the job to the satisfaction of the CEO and Performance Director
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JOB PURPOSE

- To support the GB Boxing Performance Director in building a programme of domestic and international training and competition for the World Class Programme athletes designed to accelerate the development of the Podium and Podium Potential boxers.
 - To develop and drive the “What it Takes to Win” model in boxing within the WCPP
 - To strategically manage the Individual Athlete Planning process for all Podium athletes, bring a co-ordinated approach across the programme to boxer development.
 - To build and manage performance processes and systems that underpin the management of athletes and the WCPP.
 - To act as Team Manager at international competitions.
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KEY RESPONSIBILITIES:

Strategy

- To support the Performance Director and the CEO in their quest to create and drive a World Class environment and medal winning culture across the whole Programme.

- Work closely with the PD, Coaching Team, Performance Pathway Manager and others on the profiling, monitoring and evaluation of athletes as appropriate to ensure requirements are fully met in line with the What it Takes To Win model for boxing.
- Support the CEO and PD in implementing and reviewing the WCPP strategic plan and in adhering to internal and external reporting requirements.

Programme Planning and Delivery

- To support the process of creating Individual Athlete Plans and monitoring performance against plans,
- To ensure that performance systems effectively underpin operations of the WCPP and are consistent with WCPP values
- Ensure that technical and organisational data and knowledge are captured and disseminated securely, legally and effectively.
- To ensure that significant competition and integrated training camps are strategically planned, delivered and reviewed against clear objectives and are underpinned by effective logistical planning and implementation.
- Will work closely to assist the Performance Director and CEO to establish the operational plan and resources necessary to meet the agreed targets for the Podium, Development and Talent Programmes. This will include:
 - The model of preparation and competition
 - Squad structures
 - Selection standards
 - Selection policies for squads and events
 - Athlete reviews
 - Activity plans for training camps, competitions, control events etc.
- With the CEO and PD establish robust tools for monitoring the effectiveness of all aspects of the Programme. Manage the monitoring process and provide all necessary reports.
- Be responsible for the effective internal and external communications of the World Class Performance programme of GB Boxing including communication of results, and effective dissemination of athlete policies.
- Undertake any other duties as requested by the CEO/Performance Director

Team and People Management

- Manage the Anti-Doping Manager, to ensure full integration of UKAD requirements and to ensure athletes compliance with Anti-Doping requirements including ADAMS/whereabouts system.
- Assisting in the development of individual Performance Plans for identified boxers, regularly reviewing progress against targets and actively supporting action plans where required.

- To act as Team Manager in the international Boxing environment at selected international competitions.
- To work with the Performance Pathway Manager, to ensure consistent approaches to operational policies and processes throughout the athlete pathway and effective co-ordination of training camp and competition activity.
- To work with the Coach Development Manager to ensure effective working between coaching and support teams and to support coach development plans.

KEY RELATIONSHIPS

- GB Boxing Senior Management Team (CEO, Performance Director, Coach Development Manager, Performance Pathway Manager)
- GB Boxing Coaching and Sport Science and Sport Medicine team
- Home Country Institutes, especially English Institute of Sport
- UK Sport
- BOA

PERSON SPECIFICATION

| Criteria | Essential | Desirable |
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| Qualifications | <ul style="list-style-type: none"> • Educated to higher degree level within sports science or sports medicine or sport management | <ul style="list-style-type: none"> • Undertaken further professional development in people management, leadership or similar fields. |
| Experience | <ul style="list-style-type: none"> • Understanding of and experience within high performance sport • Proven track record successfully managing the effective delivery of sports science and/or sports medicine services. • Demonstrated experience working collaboratively with coaches to input sports science innovations for performance progression. • Broad knowledge of individual SSSM disciplines. • Demonstrated ability to effectively performance manage staff, monitor and evaluate service delivery. • Working in a multi-stakeholder environment to deliver projects to completion | <ul style="list-style-type: none"> • Detailed knowledge and successful track record working in sport at elite level. • Demonstrated experience of strategic planning or of building an effective SSSM model within an international sport with proven impact. • Understanding of the British high performance and UK Sport funding system • Experience working within a major SSSM programme within a major international sport. • Experience of setting national standards and protocols for service delivery. • Experience of identifying and leading appropriate applied research and innovation projects. • Experience of participating in applied |

| Criteria | Essential | Desirable |
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| | | research and innovation projects. |
| Skills/Behaviours | <ul style="list-style-type: none"> • Proven exceptional interpersonal and leadership skills such as the ability to effectively influence and persuade. Proven ability to present compelling cases for coach 'buy in'. • Proven ability to accurately analyse and translate performance data into meaningful SSSM opportunities and to generate new ideas • Demonstrates diplomacy and creative approaches to challenge traditional assumptions and provide performance solutions • Actively seeks new ideas and innovations. • Provides positively challenging and inspiring environments to stimulate coaching debate and discussion. • Acts decisively and implements change initiatives where needed. • Uses team working methods, involving others where appropriate and has a flexible interpersonal style to help build collaborative working relationships. • Highly developed managerial and administration skills, including project management and strategic planning • High level drive and commitment to success • Commitment to equality and diversity | <ul style="list-style-type: none"> • Has an appreciation of coaching methodologies. • Considers knowledge of other nations and/or other sports' strategies and performance systems to inform decisions. • Ability to think outside the box and recognise new opportunities • Willingness to work irregular hours and travel extensively within the UK and overseas |
| Excellence | <ul style="list-style-type: none"> • Sets 'best practice' standards for all areas of the programme. • Sets high goals/establishes stretch goals for personal and SSSM programme accomplishment. | |

RECRUITMENT

BABA is committed to safeguarding and promoting the welfare of children and young people and we expect all staff to share this commitment. All posts are subject to vetting checks including an Enhanced DBS check and references. An overseas police check will be required by candidates who have worked or resided outside of the UK, in the last 5 years.

British Amateur Boxing Association is an equal opportunities employer, welcoming applications from all sections of the community.

