

### Person Specification

<b>Job Title:</b>	<b>High Performance Manager</b>	
<b>FACTORS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications and attainments</b>	Qualified to degree level in relevant subject or equivalent 5 years applied coaching experience.	
	Qualified Level 2 Race Coach or equivalent	Performance as an athlete at International level.
	Access to a form of transport which permits the post holder to meet the requirements of the post in full.	
<b>Knowledge and experience</b>	Experience of working with young athletes within a National level coaching team.	Sailing coaching experience at National and International level with senior athletes.
	Have a good technical understanding of the recognised junior and youth classes, plus have an awareness of Olympic Class sailing and other Performance Pathway classes.	Have a good knowledge of clubs and the organisation/delivery of club race training.
	Devising training and competition plans with both sailors and coaches and setting and achieving performance targets.	Have an understanding of fitness, nutrition, psychology and the key training methods for sailing.
	Have been involved in delivering a 'talent' programme.	Experience of managing a progressive pathway programme.
	Experience in managing young athlete and parent/ guardian expectations.	
	Experience of managing budgets.	
	Understanding of talent identification, selection issues, coach management and long term athlete development.	
	Knowledge of the Northern Irish performance sporting landscape.	Knowledge of international sailing landscape.
<b>Skills</b>	Proven work planning and time management skills.	Have the ability to plan, organise and deliver events.
	Ability to handle challenging conversations.	
	Have the ability to manage a complex matrix of issues to get the best possible performance from sailors within your care.	Proven leadership skills and managing change.
	Excellent communication skills, including presenting to a variety of stakeholders.	
	Demonstrable skill as a mentor.	Current Coach or professional mentor qualification.
	Proven skills in word processing, database management, spreadsheets.	
	Self-starter; ability to prioritise and manage own workload.	
	Ability to work as an integral part of a team.	
	Proven ability to monitor key performance indicators and report progress against targets.	
<b>Disposition and personal qualities</b>	High personal performance standards.	
	Available to work evenings and weekends.	



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