



TITLE:	Performance Centre Coach - NTPCW
CONTRACT TYPE:	Minimum 3 years subject to funding
SALARY:	£22,000- £25,000 per annum
ORGANISATION:	Welsh Triathlon (WT)
DEPARTMENT:	Performance
JOB BASED AT:	Cardiff
REPORTS TO:	Head of Performance.
KEY INTERFACE WITH:	Welsh Triathlon staff, Director of Performance, National Triathlon Performance Centre (NTPCW) staff and athletes, Welsh Triathlon and other HN Pathway coaches, Cardiff Metropolitan and Cardiff University Performance Sport staff and AU clubs.

JOB DESCRIPTION

POSITION OVERVIEW

Promoting performance environments that enable all those involved to thrive is critical to the delivery of the WT Success strategic objective of *supporting the development of exceptional people to deliver international success*.

This role will be responsible for supporting the delivery of the triathlon daily training environment at the National Triathlon Performance Centre Wales (NTPCW).

The role will be line managed by the WT Head of Performance and will be fully integrated into the WT performance team, Cardiff Metropolitan and Cardiff University performance support teams and wider BTF performance programme.

MAIN TASKS & RESPONSIBILITIES

NTPCW COACHING

- Plan and deliver coached sessions within the NTPCW in collaboration with the Performance Coach and support staff
- Provide the technical lead for specified athletes and/or groups within the NTPCW performance squads
- Assist athletes in the development of clear & holistic performance objectives and individual race programmes

- Attend Welsh and/or British Triathlon camps and competitions as required
- Ensure athlete welfare and wellbeing always remains prominent in the delivery of programme activities
- Attend NTPCW coaching meetings to develop/align the overall Centre programme, including selection policies/processes
- Provide regular and effective feedback and communication to all stakeholders on progress against key objectives
- Facilitate the sharing of technical and coaching knowledge/expertise throughout the programmes
- Develop the understanding and application of the Welsh Triathlon Athlete Profiling Model
- Engage with NTPCW staff, coaches, and practitioners to support and contribute to the overall development of performance sport

MANAGEMENT/LEADERSHIP & STRATEGY

- Lead the delivery of the NTPCW BUCS programme by collaborating with the Performance Sport teams and AU triathlon clubs at Cardiff Metropolitan and Cardiff University
- Build clear links and progression opportunities between the University AU triathlon clubs and the NTPCW
- Support the Welsh Triathlon Performance Coach in the recruitment and retention of athletes to the NTPCW, by attending University Open Days, co-ordinating athlete visits and working with university staff
- Work with the Welsh Triathlon Performance Coach and Programme Co-ordinator to organise and manage the facility booking & staffing requirements for NTPCW activity
- Contribute to the wider development and profile of the NTPCW to meet the Welsh Triathlon strategic objectives
- Contribute to meeting Welsh Triathlons wider organisational strategic goals through Performance Objectives and integration with the whole staff team

Any such further tasks as may reasonably require to successfully fulfil and develop the role, as designated by the Welsh Triathlon Head of Performance and Performance Coach

PERSON SPECIFICATION

PERSONAL SKILLS AND/OR ATTRIBUTES

Essential

- Self-motivated with a demonstrable commitment to learning, self-development and personal development
- A passion for coaching and developing people
- Understands the needs of others, and able to effectively build relationships with a range of people
- Excellent communication skills - communicates effectively, clearly, and confidently in written, verbal, and electronic forms
- Works independently and under own initiative, proactively seeking out support and guidance when required
- Commitment to creating a challenging but supportive environment for the development of athletes, coaches, and support staff.
- Treats people with respect, protects confidential information, adheres to the company's policies
- Commitment to demonstrate behaviours/principles in line with Welsh Triathlon and British Triathlon's values
- Empathy for the demands and pressures of a full-time training programme, supporting athletes on a holistic basis

KNOWLEDGE AND EXPERIENCE

Essential

- Experience of sports coaching and supporting people to achieve a goal
- An understanding of the principles of long-term athlete development
- Experience of working in a team to deliver a mutually agreed goal
- An understanding of the principles of athlete performance planning and long-term athlete development
- An understanding of ethical and safeguarding issues in sport including anti-doping, child protection and mental health & wellbeing

Desirable

- Triathlon coaching experience including coaching a range of different types of athletes
- An understanding of the application of the British Triathlon Athlete Development Framework (ADF)

- Knowledge of the technical requirements of swimming, cycling, and running performance
- An understanding of the requirements and benchmarks of elite level international and domestic triathlon performance
- An understanding of the use of sports science and medicine in athlete performance
- Knowledge of Sport Wales/UK Sport administration and funding

EDUCATION/QUALIFICATIONS

Essential

- BTF Level 2 coaching qualification
Or
- Equivalent coaching experience in any sport AND a willingness to undertake triathlon coaching qualifications
- Computer literacy, including Microsoft Office

Desirable

- University level degree or relevant experience in Sports Science and/or Sports Coaching

OTHER

Essential

- Full UK driving licence
- Willing to work non-standard hours including early mornings, late evenings and/or during weekends and bank holidays to enable the delivery of a centre-based swim/bike/run and racing programme
- ~~Ability to undertake flexible working hours including working at weekends and bank holidays where required~~
- Ability to travel and spend time away from home for racing and/or camps

Desirable

- Ability to speak the Welsh language