

PERSON SPECIFICATION

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Graduate level qualification in Sports Science, Sports Administration, Sports Coaching or similar/equivalent 	<ul style="list-style-type: none"> A UKCC recognised coaching qualification.
Experience	<ul style="list-style-type: none"> Experience working within an Olympic or Paralympic Performance Pathway system. Experience of formulating and implementing performance based strategies. Experience of developing and managing partnerships with key stakeholder organisations. Experience of identifying and developing talented athletes. Experience of leading / line managing a high performance team to successful outcomes in a time sensitive and pressured environment. 	<ul style="list-style-type: none"> Experience of working with Para-Sport athletes. Experience working within swimming in the UK at NGB, Home Nations or Regional Level. Experience working with the BPA and the IPC. Experience of running targeted talent recruitment strategies or campaigns.
Knowledge/Skills	<ul style="list-style-type: none"> In-depth understanding of different performance pathway philosophies and methodologies such as understanding of principles of long term athlete development (LTAD) and skill acquisition/development. Understands why athlete responsibility is a fundamental principal and promotes this to all athletes. An understanding of the support and development of coaches in a performance pathway. Actively seeks and identifies new ideas and innovations in elite sports to make performance gains. Knowledge in maintaining formal documented athlete tracking systems for performance purposes. Sets high goals/establishes stretch goals for personal, team and programme accomplishment. Actively accommodates and implements change initiatives. Ability to accurately analyse and translate performance data into 	<ul style="list-style-type: none"> Knowledge of the Swimming landscape in the UK. Knowledge of the Para-Sport classification system. Knowledge of Para-Swimming competitive structure and pathway at British and International level.

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	<p>meaningful performance opportunities and to generate new ideas.</p> <ul style="list-style-type: none"> Strong IT skills including knowledge of E-mail, Word, Excel and PowerPoint. 	
Behaviours	<ul style="list-style-type: none"> Acts as a positive influence, promotes high standards and leads by example. Explains and demonstrates by providing instruction, positive models and opportunities for observation. Ability to work collaboratively in a large multi-disciplinary team. Provides timely and appropriate feedback on performance and reinforcement of effort and progress. Provides positively challenging and inspiring environments. Demonstrates excellent communication skills employed to ensure messages are understood by different stakeholders to maintain engagement and gain buy in. Checks understanding, attentive to others and interprets correctly. 	
Excellence	<ul style="list-style-type: none"> Strong desire to excel at any task Sets high standards and supports others in achieving stretch goals Seeks 'best practice' approach to all elements of the programme. Self-driven and can work independently and as part of a high performing team. 	