



NETBALL NORTHERN IRELAND

JOB DESCRIPTION

<u>Job Title:</u>	Pathways Manager
<u>Employer:</u>	Netball Northern Ireland
<u>Responsible to:</u>	Head of Workforce
<u>Salary:</u>	£28,000 per annum
<u>Hours:</u>	Full Time (37 hours per week)
<u>Location:</u>	Flexible Working (predominately office based with flexible working negotiable)

Job role:

The Pathways Manager is responsible for the regeneration, development and implementation of a Performance Pathway for Netball Northern Ireland. The pathway will align to the overall performance strategy with the objective to identify, confirm and develop an oversupply of athletes across the performance pathway through all levels. The successful applicant will work in collaboration with the relevant Netball NI staff and National Head Coach on the strategic direction and implementation of the performance plans and systems employed by Netball NI to create a world class performance

system that provides athletes with the best environment and opportunity to succeed on the world stage.

Main Areas of Responsibility

PROGRAMME DEVELOPMENT

- To lead the development and delivery of a Pathway Development Programme and Pathway Initiatives, designed to identify and recruit athletes from both within the sport and those with the potential to transfer from other sports and disciplines.
- To oversee the strategic development of Netball NI's Performance Pathway, enabling the identification, confirmation and development of talented athletes and their progression through the Netball NI pathway.
- To lead and manage the Netball NI Performance pathway programme, achieving Sport NI Key Performance Indicators and targets.
- To report regularly to key funding partners on the development and outcomes of the programme, tracking performance against agreed measures.
- To manage calendar programmes and ensure appropriate and sufficient competitive opportunities are sought and delivered.

PROGRAMME DELIVERY

- To develop and maintain a robust athlete monitoring system which will be used to benchmark athlete development and suitability to the performance system. Collating information on areas such as talent profiling, athlete history and development to measure against world class netball practice.
- To lead on the alignment and implementation of a player pathway model for Netball NI.
- To communicate with key stakeholders within the netball community regarding the new player pathway model, outlining the pathway skills, competencies and benchmarks, ensuring seamless integration into existing and potential new Netball Structures.
- To lead on the support and development of national level coaches working within the performance pathway, driving improvement in the quality and quantity of coaching provision

- To assist the Head of Workforce in providing training and development opportunities by creating, developing and implementing professional development seminars and training sessions in direct relevance to the Pathways post.
- To ensure the selection process for Netball Northern Ireland is in line with Netball NIs Selection Policy
- To undertake a regular gap analysis of international netball to identify strengths, weaknesses in the NI systems and threats and opportunities for future development.

PERFORMANCE OVERVIEW

- Lead and drive the performance strategy and performance aspirations to ensure that the pathway is fit for purpose and achieving set outcomes.
- Position Netball NI as a competitive country on the World Stage and ensure open and fair trial process for all that are eligible.

STAFF SUPERVISION & DEVELOPMENT

- To lead, mentor, manage and support the coaches of the international squads at; U17; U19 and U21 level and to ensure that their outputs are in accordance with performance objectives, targets and all Board policies and procedures.
- To advise, mentor and support the coaches within the performance pathway
- To align and manage the work programmes of performance coaches to the performance pathway

FINANCIAL MANAGEMENT

- To assist in the preparation of bids for financial assistance on behalf of Netball NI.
- To provide costings and manage delegated budgets in relation to the post.

GENERAL TASKS

- To promote and communicate strategies and activities to key stakeholders relating to performance and pathway identification strategies as required.
- To prepare reports and attend meetings relating specifically to the planning, development, monitoring and maintenance of the Performance Pathway programme for netball.

- To contribute to the overall development of Netball Northern Ireland through input to meetings with Sport Northern Ireland; staff meetings; workshops; conferences etc.
- To contribute to the strategic development of netball within Northern Ireland, in conjunction with the Netball NI Board and the Staff Team.
- To participate in organisational training, staff reviews and avail of appropriate opportunities that contribute to personal development.
- To comply and actively promote the Board's policies and procedures as directed.
- To undertake the foregoing duties in such a way as to enhance and protect the reputation and public profile of NNI and the Board.
- To undertake any other duties as may be allocated from time to time in accordance with the general nature of the post.

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be reviewed as Netball Northern Ireland develops.

Personnel Specification

Attribute	Essential	Desirable
Educational & Professional Qualifications.	1.1 A degree or equivalent 3rd level qualification which can be proven relevant to the post.	1.3 Sports related degree or equivalent 3rd level Qualification. 1.4 A postgraduate degree in a related field. 1.5 A UKCC Level 2 Netball Coaching qualification or equivalent.
Previous Experience	2.1 2 years' experience, full time (or part time equivalent) of working to support the development of Performance Pathways in a pathway or performance related role. 2.2 Demonstrable experience of developing and implementing a Performance Pathway, enabling the identification, confirmation and development of performance athletes 2.3 Demonstrable experience of designing and implementing performance development programmes & talent initiatives 2.4 1 years' experience, full time (or part time equivalent) of line managing staff 2.5 Demonstrable experience of forming Partnerships with key stakeholders. 2.6 Demonstrable experience of collating and reporting monitoring and evaluation information	2.8 Demonstrable financial management experience including the development and administration of budgets 2.9 Demonstrable experience of mentoring 2.10 2 years' experience of coaching performance athletes, specifically within the sport of Netball and/or demonstrable experience as a Netball player, operating in a performance athlete environment

<p>Knowledge & Understanding</p>	<p>3.1 A knowledge and understanding of the key elements of a successful and effective performance pathway. 3.2 A knowledge of both elite and developmental level coaching and the needs of the coaches within a performance environment 3.3 A knowledge of Netball Northern Ireland's landscape and current performance system 3.4 An understanding of Netball performance pathways and talent systems world wide.</p>	<p>3.5 Knowledge of key policy drivers from Central Government/ Sport NI. 3.6 Demonstrate an understanding of equality issues and a commitment to the Association's Equity Statement and Policy. 3.7 Specialist knowledge and experience of support services such as strength and conditioning or performance analysis.</p>
<p>Skills</p>	<p>4.1 Experience in the use of Microsoft software in particular Word, Excel and Databases. 4.2 Excellent inter- personal and communication skills.</p>	