

Job Description: Head of Performance

Netball Northern Ireland

Location: Northern Ireland (flexible working available)

Contract: Full-time (subject to funding)

Reports to: Chief Executive Officer

Salary: £38,000 per annum

Role Purpose

The Head of Performance is responsible for leading, shaping, and delivering Netball Northern Ireland's (NNI) performance vision across the entire athlete pathway, from development squads through to high-performance senior programmes. This role will provide strategic leadership, operational management, and -evidence-based- direction to ensure a world-class performance environment for athletes, coaches, and multidisciplinary teams.

This position requires strong performance sport expertise, exceptional leadership, and the ability to maximise a modest budget to deliver meaningful and sustainable progress.

Applicants based outside Northern Ireland are welcome. Please see appendix A.

Key Responsibilities

1. Strategic Leadership & Performance Pathway Oversight

- Develop and implement NNI's long-term performance strategy aligned to organisational, national, and international priorities.
- Position performance netball within the wider NGB, NI sport system, and international landscape.
- Lead all performance programmes, including academy development squads, national teams, and senior high-performance- environments.
- Ensure athlete-centred, coach led-, system-driven principles across all performance structures.

2. People Leadership & Line Management

- Line manage performance coaches, team managers, and MDT (e.g., S&C, physio, medical, nutrition, psychology) across the pathway.
- Create a positive, accountable, and development-focused culture within the performance workforce.
- Lead performance workforce education, development and ongoing support.

3. Athlete Management & Development

- Oversee athlete progression, selection, retention, welfare, and development pathways.
- Lead on load monitoring, competition planning, and long-term- athlete development principles.
- Develop and manage the annual performance calendar, including training blocks, camps, and competitions.

4. Relationships & Stakeholder Management

- Act as the primary performance contact for external partners including Sport NI, Commonwealth Games NI, Europe Netball, World Netball, UK Anti-Doping, and commercial sponsors.
- Represent NNI at relevant committees, working groups, and international bodies.
- Maintain positive and effective relationships with athletes, coaches, clubs, officials and the broader netball community.

5. Budgeting & Resource Management

- Lead budget planning and responsible financial management of all performance expenditure.
- Maximise the impact of a modest budget by seeking efficiencies, partnerships, and innovative resourcing solutions.
- Ensure all spending aligns with strategic priorities and meets governance requirements.

6. Operational & Administrative Management

- Oversee logistical operations including travel, kit, staffing, venue bookings, and competition administration.
- Ensure performance programmes comply with all regulations including safeguarding, integrity standards, UKAD, and international netball requirements.
- Produce reports, plans, and documentation required by NNI, funders, and stakeholders.

7. Innovation, Education and Horizon Scanning

- Ensure Netball NI are ahead of the game with forward planning specific to performance opportunities/trends/international competition shifts/funding priorities and system developments that impact the athlete pathway
- Lead on innovative practices, applying forward thinking practices and bringing new ideas, technology and performance insights into the programme across performance and education



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