

Personnel Specification

Essential Criteria

Qualifications & Experience

- A degree or equivalent 3rd level qualification which can be proven relevant to the post.
- Demonstrable experience in a performance sport leadership role.
- Expert understanding of high-performance- systems, talent pathways, and the demands of international competition.
- Proven experience of leading multidisciplinary teams and managing staff.
- Experience managing budgets, including small or constrained budgets.
- Track record of working with national governing bodies, performance agencies, or equivalent sports organisations.
- Experience in athlete development, load management, and season planning.

Knowledge & Skills

- Strong knowledge of performance sport methodologies, LTAD principles, and athlete welfare considerations.
- Understanding of anti-doping requirements and compliance procedures.
- Excellent organisational and operational planning skills.
- Strong communication and stakeholder management skills with ability to influence at all levels.
- Ability to strategically position performance sport within wider organisational and national contexts with an understanding of key policy drivers from central government and funders.

Personal Attributes

- High integrity, professionalism, and commitment to athlete welfare.
- Collaborative leader who builds strong relationships and drives high standards.
- Resourceful, creative problem solver- with the ability to maximise limited resources.
- Able to work flexibly, including evenings and weekends as required.
- Willing and able to travel to Northern Ireland as required. See appendix A.

Desirable Criteria

- An understanding of Netball Northern Ireland's landscape and current performance system
- Experience working within netball or a similar invasion team sport.
- Experience leading programmes at international or major-games level.

- Relevant degree or postgraduate qualification in sports performance, coaching, sport management or related field.
- Coach education experience or recognised formal coaching qualifications.
- Experience developing or delivering performance workforce training.