



Vacancy – Irish Judo Association Performance Director

Organisation:	Irish Judo Association
Contract Length:	December 2020 - December 2024
Salary:	€35,000
Application closing date:	20th November 2020
Programme duration:	December 2020 – December 2024

Job Title - Performance Director

Job Purpose & Key Responsibilities

The Performance Director is responsible for the overall strategic delivery of the IJA 2020-28 Performance Strategy “Fighting Forward”. The role is to lead and direct the IJA High Performance Programme and to achieve medal winning success at significant international competitions including the IJF World Tour, European Championships, World Championships and Olympic Games in line with the targets agreed with Sport Ireland.

The Performance Director will work closely with all support partners to implement a multi-dimensional support programme, incorporating experts in the delivery of sport science and medical support to ensure the optimum needs of the athletes are met.

The Performance Director is responsible to the IJA President and will report to the IJA High Performance Committee quarterly.

The Performance Director will have immediate responsibility for the design, delivery, monitoring and review of:

- The IJA Tokyo Olympic Programme. From December 2020 through to October 2021 this will include overall strategic and delivery responsibility including the Team Leader role for Judo at the Tokyo Olympic Games and the OFI & SI Olympic Review process.
- SI High Performance funding submissions for 2021-24
- SI International Carding Scheme application for 2021-24

From Q4 of 2021 the Performance Director will assume responsibility for:

- Strategic Responsibility for the IJA Performance Pathway
- Recruitment of the IJA National Performance Coach
- Delivery for 2024 Olympic Programme



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The IJA Performance Director will establish a Performance Vision and Provide Strategic Direction through:

- Being the advocate for change by creating and driving a world class environment and medal winning culture through the building of strong relationships with all stakeholders including technical, management and administrative staff, personal coaches, and expert support personnel.
- Taking responsibility for the recruitment and management of all programme staff.
- Having strategic responsibility for the personal development programmes of all HP Athletes, coaching and support staff involved with the High-Performance Programmes.
- Working closely with Sport Ireland High Performance Unit and IJA High Performance Committee to set challenging, but realistic targets and establish the operational plan and resources necessary to meet the agreed targets. This will include among others:
 - ✓ The model of preparation and competition
 - ✓ Squad structures
 - ✓ Selection standards
 - ✓ Selection policies for squads and events
 - ✓ Performer reviews
 - ✓ Activity plans for training camps, competitions, control events, etc

Ensure strategic provision for national performance development systems and that there is a seamless development pathway.

Ensure that the elite players are following their development programmes and are within the correct periodisation cycles to ensure optimum performance at the targeted events and competitions.

Organisational Management

- Review, manage and refine the four-year Olympic strategy and derive an annual operational plan and detailed budgets for the High-Performance Programme in consultation with the IJA High-Performance Committee.
- Ensure the development and maintenance of an athlete monitoring system.
- Produce and submit all High-Performance related Sport Ireland funding applications and maintain compliant reporting systems as agreed with Sport Ireland.
- Devise, lead and direct an expert and innovative sports science and medicine support structure to enhance athlete performances including a close working relationship with the SI Institute.
- Establish robust tools for monitoring the effectiveness of all aspects of the High-Performance Programme.
- Ensure that all aspects of the plan meet best practice in the areas of ethics, child protection, welfare and health and safety.
- Ensure that the IJA Anti-Doping Policy is fully accepted and integrated by all those involved in the High-Performance Programme.

Relationships

- Be prominent on the world stage to ensure that good relationships with the International Judo Federation and other national federations are achieved in support of the Programme goals.
- Report to the IJA High Performance Committee on all strategic aspects of the High-Performance Plan and gain IJA Board approval for implementation, along with similar reporting to Sport Ireland on the targets planned and results achieved.



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- Develop and maintain strong relationships with key external stakeholders, who are contributing to the key objectives of assisting athletes to win medals at IJF World Tour, European Championships, World Championships and Olympic Games.
- Work to achieve a sport specific profile at all levels via media opportunities and attendance at competitions.
- Uphold the core values of the Irish Judo Association at all times.
- Positively promote the position of the IJA as the national governing body for Judo at all times.
- Maximise the resources of the IJA High Performance budget at all times.

This job description is not regarded as exclusive or exhaustive as there may be other duties and requirements commensurate with the post which the incumbent may be required to perform.

Responsible to: IJA President

Responsible for: IJA National Performance Coach (Not yet advertised)

PERSON SPECIFICATION

The Association is looking to recruit an individual with proven world class experience to lead our high-performance programme through the next Olympiad. Applicants should have considerable experience in senior management and in leading high-performance programmes and have a strong knowledge of planning and delivering programmes within a sport related organisation. The successful applicant will have a sound knowledge of talent development strategy and performance pathway development and the elements of sports science principles applicable to Judo together with the ability to work with partner agencies and the broad range of individuals that will be involved in building a highly structured performance pathway.

Education and qualifications

- Degree or professional qualification in a sport- related discipline

Knowledge & Experience

- Has experience of leading and managing successful high-performance programmes at World and Olympic level
- Thorough understanding and appreciation of world class standards in senior high-performance sporting environments
- Comprehensive understanding of coaching, sports science and medicine, international competition, and performance pathways
- The ability to deliver performance workshops and presentations



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Skills and abilities

- Highly developed managerial and administrative skills
- Can establish a performance vision and provide strategic direction & demonstrable ability to build organisational talent
- Highly developed ability to manage change
- Developing strategic relationships & can assess situations quickly and accurately to take decisive action
- Highly developed communication skills & ability to work as part of an effective team
- Creative problem solver & strong planning and organising
- Is a self-aware practitioner & ability to empower others & ability to be flexible
- Can assimilate and respond to different cultural situations
- Computer literacy – adept in Microsoft Word, Excel & PowerPoint

EMPLOYMENT DETAILS AND BENEFITS

Job Title: Performance Director

Starting Salary: €35,000

Reports to: IJA President and the IJA High Performance Committee

Tenure: December 2020 to December 2024 (inclusive)

Period of notice: 1 month

Hours of Work: Your normal hours of work are those hours necessary to fulfil the requirements of your position to the satisfaction of the Association.

Holiday Entitlement: Your annual holiday entitlement will be 25 days in the complete holiday year. In addition to this you will receive eight bank/public holidays.



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Application Process:

Candidates should submit a cover letter together with their curriculum vitae and details of two Referees to: Mr Seán Fleming, President Irish Judo Association by email only to : sean.fleming@irishjudoassociation.ie

Interviews will be held Online via video link in line with current Government guidelines after the close date, candidates being brought forward for interview will receive their interview link details in a timely fashion. The role will commence in early December 2020 following successful appointment.

Appointment of candidate will be made subject to satisfactory:

- Garda Vetting/Access NI Vetting/Overseas Police Clearance
- Reference Checking Procedures
- Current clean driving licence