



UK SPORT

JOB SPECIFICATION

JOB TITLE:	Senior Performance Advisor (Performance Projects)
TEAM:	Performance Advisor Team
REPORTS TO:	Head of Performance Advisors
DIRECTORATE:	Performance Directorate

JOB PURPOSE

The role works on 'frontline' initiatives to provide agile, outcome focused support that enables sports to continually improve their trajectory towards achieving Olympic and Paralympic Medal targets.

- Lead on the design, delivery and management of time-bound, performance impacting projects for sports that require enhanced support from UK Sport.
- Develop, deliver and coordinate bespoke support programmes for defined groups of sports.
- Monitor the impact of UK Sport and wider system support services to World Class Programmes on progress toward Tokyo or PyeongChang medal targets.
- Line manage, develop and support a small number of Performance Advisors to collaboratively case manage World Class Programmes to support continuous improvement and delivery of 'ambitious Games' time targets.

KEY RESPONSIBILITIES

- Design and execute world-leading, system-level performance interventions that have a traceable impact on the delivery of Games time performances.
- Manage agile resourcing into WCPs when a defined need for urgent turnaround assistance or viable new performance opportunities is identified
- Ensure a process for escalation of performance or investment risk is understood and applied system wide
- Prioritise project requests in conjunction with system partners and manage a timeline of projects
- Track the delivery and impact of time-bound tailored solutions in partnership with the WCP

- Design and deliver 'Start Up' support for new Tokyo 2020 Sports/Sub-Disciplines where a clear performance opportunity is quantified
- Design and implement a method of capturing and promoting 'Gold Standard Exemplars' from within the World Class system for the benefit of WCPs and their system partners
- Research, develop and apply methods of measuring the performance impact of specific project work
- Develop influential relationships across the UK High Performance System and abroad
- Maximise the application of skillsets within the Performance Advisor team to meet the unique needs of projects
- Case manage a small portfolio of sports
- Proactively contribute to the Performance Advisor Team ensuring a creative and collaborative environment of continuous improvement
- Undertake any other activities consistent with this role

KEY INTERNAL AND EXTERNAL CONTACTS

- WCP Performance Directors, coaches, support staff and athletes
- NGB CEO's and Chairs
- Heads of Function within the Performance Directorate
- Home Country Sports Institutes and Home Country Sports Councils
- British Olympic Association
- British Paralympic Association

COMPETENCIES

TECHNICAL COMPETENCIES

Qualifications/Experience

- Extensive experience within World Class Programmes as a leader, coach or practitioner (including Games time preparation experience)
- Extensive experience of shaping the technical and cultural elements of medal winning programmes
- Knowledge and experience in developing individualised athlete plans and coordination of multidisciplinary teams
- Experience of effective change management within elite sport
- Demonstrable project management experience and skillsets with a proven strategic and operational implementation track record
- Experience of managing small teams and working in a highly collaborative fashion
- Experience of using different types of evidence and data to inform strategic and operational decision making
- Preferably educated to degree level or equivalent
- Experienced budget manager

Skills

- Confidence and credibility to operate at a senior level including strong influencing, negotiation and facilitation skills
- Proven ability to coach and mentor people to support them to achieve their optimal performance
- Ability to think, utilising scientific and creative design mind sets with the tenacity and confidence to see ideas through to implementation and completion.
- Expert problem solving and decision-making skill.
- Exceptional organisational, planning and communication skills
- A proven ability to quickly build strong networks and relationships with an array of organisations and senior individuals
- Competent in the use of IT systems for creation, storage and dissemination of information

JOB RELATED COMPETENCIES

Developing Strategic Relationships

Using appropriate interpersonal styles and communication methods to influence and build effective relationships with internal and external partners.

Building Trust

Interacting with others in a way that gives them confidence in one's intentions.

Negotiation/Influencing

Using appropriate methods effectively explores alternatives and positions to reach outcomes that gain the support and acceptance of all parties.

Gaining Commitment

Using appropriate interpersonal styles and techniques to gain acceptance of ideas or plans; modifying one's own behaviour to accommodate tasks, situations, and individuals involved.

Managing Conflict

Using appropriate interpersonal styles and methods deal effectively with others in antagonistic situations to reduce tension or conflict.

Driving For Results

Setting high goals for personal and group accomplishment; using measurement methods to monitor progress toward goal attainment; working to meet or exceed those goals while deriving satisfaction from the progress of goal achievement and continuous improvement.

Contributing to Team Success

Actively participating as a member of a team to move the team toward the completion of goals.

Leading through Vision and Values

Passionately selling an organisational strategy; creating a clear view of the future state by helping others understand and feel how things will be different when the future vision is achieved.

HIGH PERFORMANCE BEHAVIOURS

Continuous improvement focus/Passion for excellence

Strong desire to excel at whatever task is at hand, seeking to achieve world class levels of professionalism, customer service and quality standards. Actively accommodates and implements change initiatives. Identifies opportunities for improvement and constructively challenges traditional assumptions and methods.