

## UK SPORT

### JOB SPECIFICATION

<b>JOB TITLE:</b>	<b>Deputy Director of Performance</b>
<b>TEAM:</b>	<b>Performance Directorate</b>
<b>REPORTS TO:</b>	<b>Director of Performance</b>
<b>GRADE:</b>	<b>7</b>
<b>DIRECTOR:</b>	<b>Director of Performance</b>

### JOB PURPOSE & KEY RESPONSIBILITIES

As a senior leader in UK Sport and the high performance system, the post holder will work collaboratively as part of the Performance Directorate Senior Management Team to:

- Lead the day-to-day operational case management of UKS' investment into the English Institute of Sport (*EIS - UK Sports' wholly owned subsidiary*), to ensure the implementation of EIS strategy meets World Class Programme's (WCP) technical needs.
- Lead the tracking and monitoring of the implementation of the Performance Directorate's Tokyo strategy against objectives and KPIs.
- Horizon scan and understand significant trends that will influence future success in high performance sport, and translate insights into initiatives to enhance and future-proof WCPs and the UK's High Performance system.
- Continually monitor the UK's High Performance environment to identify and manage strategic risks and opportunities. This will include in-depth reviews of under-performing WCPs, the development and implementation of agreed improvement initiatives to increase the likelihood of Olympic and / or Paralympic medal success.
- Support the management of UK Sport's performance relationship with key external stakeholders (e.g., BOA, BPA and HCSIs).
- Build strategic and influential relationships with senior leaders across the World Class system, ensuring that as a collective, the system works effectively and efficiently together for Team GB and Paralympic GB sustained success.

- Provide performance advice and support to the Director of Performance, and deputise as required from time-to-time.

## **KEY INTERNAL AND EXTERNAL CONTACTS**

- Director of Performance
- The Senior Management Team and Heads of Function within UK Sport's Performance Directorate
- Staff in the Performance teams
- EIS Senior Management Team and Heads of Functions
- Performance Directors and other senior staff within World Class Programmes and HSCS's
- World leading technical experts and/or related performance industries (change management, transformational leadership, futurology, sports science, medicine, technology, research, innovation, talent identification & athlete development, coaching)
- British Olympic Association
- British Paralympic Association

*This job specification is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in light of the changing needs of the organisation.*

## TECHNICAL COMPETENCIES

### Qualifications/Experience

- Proven track record of developing and implementing high performance strategy within either medal winning WCPs and / or across a high performance landscape.
- Extensive experience of reviewing high performance programmes and / or environments using a variety of benchmarking methods and developing and deploying improvement programmes.
- Significant experience operating at a senior leadership level, managing skilled and experienced staff, coaching, developing and influencing people.
- Demonstrable track record of leading high impact improvement in a variety of performance sport contexts.
- Graduate qualification in sports science, high performance coaching or a related performance industry.

### Skills

- A creative thinker with the tenacity, confidence and resilience to see things through to implementation and completion
- Proven, excellent people management skills, ability to work effectively as a team leader, team member and an individual player as required
- Extensive global and industry networking skills with a track record of successful collaboration with multiple stakeholders to deliver strategic projects in high performance sport
- Possess confidence and credibility to operate at a senior level with Performance Directors and/or senior leaders in sport
- Strong strategic outlook, excellent problem solving and decision-making skills
- Strong interpersonal and communication skills
- Strong planning, project managing and organisational skills, ability to prioritise and effectively manage large workloads
- Highly IT literate

## JOB RELATED COMPETENCIES

### **Building Organisational Talent**

Attracting, developing, and retaining talented individuals; creating a learning environment that ensures associates realise their highest potential, allowing the organisation as a whole to meet future challenges.

### **Developing Strategic Working Relationships**

Using appropriate interpersonal styles and communication methods to influence and build effective relationships with business partners (e.g. peers, functional partners, external vendors and alliance partners).

### **Driving for Results**

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

### **Communicating with Impact**

Expressing thoughts, feelings, and ideas in a clear, succinct, and compelling manner in both individual and group situations; adjusting language to capture the attention of the audience.

### **Strategic Decision Making**

Obtaining information and identifying key issues and relationships relevant to achieving a long-range goal or vision; committing to a course of action to accomplish a long-range goal or vision after developing alternatives based on logical assumptions, facts, available resources, constraints and organisational values.

### **Change Leadership**

Continuously seeking (or encouraging others to seek) opportunities for different and innovative approaches to addressing organisational problems and opportunities.

### **Influencing Others**

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.

### **Positive Disposition**

Demonstrating a positive attitude in the face of difficult or challenging situations; providing an uplifting (albeit realistic) outlook on what the future holds and the opportunity it might present.