High Performance Pathway Coach

Aim of this role

Deliver an inspirational high performance pathway programme from youth participant or talent ID through to senior age group competitiveness on the world stage.

Role

The successful candidate will work with the HP Pathway Lead, Head Coach (HC) and National Track Coach (NTC) in the delivery of Cycling Ireland's HP Pathway Strategy*, which is a key aspect in our overall HP Strategy* to develop sustainable structures and systems specific to Olympic and Paralympic Programmes.

The HP Pathway Coach is an existing position in the High Performance Unit (HPU) tasked with the provision of high-performance coaching services to nationally identified young riders covering predominantly the final year youth, Junior and first year senior age groups, but will also include some delivery slightly beyond this, such as U23 age group.

Our aim is to identify, develop and support riders through these essential stages in the pathway to enhance their potential to be competitive as senior athletes in future Olympic cycles.

We have a successful Performance Pathway Programme (PPP), delivered in association with practitioners from Sport Ireland Institute. We wish to continue developing this exciting programme and look to develop further support across the Junior to Senior transition in future. We also aspire to develop further in the area of Talent ID in youth age groups and see this new role as a key post in realising these ambitions, alongside day to day support of our Junior athletes in National Teams in multiple disciplines.

Reporting Structure

The HP Development Coach will report directly to the HP Pathway Lead, and through the management structure to the Head Coach and High Performance Director. The post holder will also benefit with a close working relationship with our NTC.

Key Responsibilities

- Deliver, and alongside the HP Pathway Lead, continue to develop a pathway programme capable of transitioning U16 - junior riders into the senior ranks of international racing. This includes providing coaching and co-ordinating Institute support across a range of supporting activities including nutrition, psychology, physiology, and performance lifestyle.
- Lead on athlete programming and coaching within their discipline(s). This includes (but not limited to) athlete development, rider position, periodised programming, regular athlete and programme reviews and debriefing, appropriate competition programme.
- Work alongside and advise the HP Pathway lead on matters relating to major event qualification.

- Lead on delivering Junior training and competition programme domestically and internationally. This will include time spent away from home leading teams on International events.
- Assist where necessary and lead with the delivery of U23 programme activity.
- Talent development transitions: Overview of youth activity including racing, into junior age groups, and Juniors leading to U23's, showing clear pathways across the whole HP development programme.
- Maintain a presence at key domestic events (racing, training or development based).
- Under the guidance of the HP Pathway lead, help develop and deliver talent ID initiatives.
- Cultivate a healthy, performance focussed culture within the identified cohort of athletes and support staff.
- Collaborate with the HP Pathway Lead, HC, and Sport Ireland Institute Head of Performance Support to provide direction to the SII staff team for effective deployment of sports science support and resources in conjunction with other contracted CI coaching team members.
- Assist in the development of policies and input into procedures as required by HC or HPD, which may relate (but are not limited to) selection, team management, coaching practice, athlete agreements and athlete welfare.
- Formulate coaching recommendations for the final decisions relating to team composition or race selection at an event in respect of a rider's or team's ability to perform to the HP Pathway Lead, HC or HPD.
- Lead and collaborate with athletes & volunteers within the HP programme in conjunction with CI and SII staff to ensure an athlete centred approach, and effective and efficient delivery of team operations.
- Cultivate effective partnerships with education providers and local sport partnerships to support the development of the HP athlete pathway, as directed by HP Pathway Lead.
- Ensure the optimal delivery of HPU event and training camp operations.
- Deliver where required with relevant stakeholders (eg clubs, Commissions, Provinces) with regard to specific discipline or age group activity in conjunction with HPU and/or Regional Development Programmes.
- Assisting with all selection processes with input to setting, publication and promotion of criteria, and making formal selection recommendations to panel members as required.
- Provide reports, insights and monitoring data as required by the HP Pathway Lead.
- Undertake additional administrative tasks related to the role; work with the HP Admin Manager regarding bookings & logistics associated with the programme where required.
- Work in collaboration with the HP Pathway Lead and CI Service Course Lead regarding acquisition and deployment of equipment and physical resources.

General Responsibilities

- Act as an ambassador for CI and represent the organisation in a professional manner at all times.
- Manage own workload and report on outputs.
- Complete administrative responsibilities including advising on recommendations to selection panels regarding selection to squads or teams, reports, athlete reviews.
- Work closely with other CI staff to ensure alignment of objectives and activity with other CI departments.
- Assist senior coaches where necessary on event delivery and support.
- Undertake personal CPD, both formal and informal, to maintain & develop World class standard professional skills & knowledge.

- Line management of operational delivery on events and activities with other CI Coaching staff, support staff and volunteers, as directed by HP pathway Lead.
- Develop and enhance transfer of “best practice” through effective communication channels, both internally and externally.
- Have a presence in the wider sporting community to bring best practice and innovations back to benefit the HPU.
- Work closely alongside fellow CI coaches/staff in managing the relationships with riders and their representatives.
- Encourage participation, talent development, diversity and inclusion in the CI HPU.
- Assist the HP Pathway Lead with the effective management of the HPU budget as it pertains to all Pathway programmes, ensuring all operations are delivered within designated parameters and organisational policy.

Essential Requirements

- Be eligible and willing to work in Ireland on a full-time basis and reside within regular commuting distance of the Sport Ireland Campus.
- Comfortable with domestic and international travel, and regular evening and weekend work.
- Excellent command of English language both spoken and written.
- Full unrestricted drivers’ licence and sound driving record.
- Have not been refused a VISA for international travel.

Essential Skills and Experience

- Experience in a similar or comparable role/s, pertaining to young people in a HP Pathway, talent ID, and/or long term athlete development.
- An understanding of appropriate benchmarks required for athletes entering or operating at different levels of the pathway.
- Experience working in a cycling or similar high-performance role in an NGB or professional setting, and an ability to demonstrate implementing best practice of identifying and coaching athletic talent.
- Recognised Cycling Coaching qualifications, or be working towards them.
- Relevant third level qualification in sport/exercise science/coaching, sports management or related discipline; or equivalent workplace experience which could include experience as a high performing rider.
- Strong knowledge and experience of coaching cycling through all its disciplines; and experience of the high-performance cycling environment globally.
- Experience in programme leadership involving athletes, coaches and co-ordinating a small staff and/or volunteer team.
- Experience of working with a volunteer led organisation.
- Emergency aid at work certification, anti-doping education, and safeguarding certification or ability to achieve this.

Personal Qualities

- Integrity and personal values beyond question in delivering ethical performance outcomes.
- High Level Interpersonal skills along with discretion dealing with sensitive and confidential information.
- A can-do attitude and ability to manage numerous projects concurrently.

- Creative thinker with strong administrative skills and attention to detail.
- Flexible and adaptable attitude with a proven ability to work under pressure.
- Well-developed conflict resolution and problem-solving skills.
- Strong work ethic and ability to work in a dynamic environment.
- Team player and ability to work on own initiative as well as in a small, dedicated team.
- Enthusiasm, commitment and creativity.
- Ability to work under pressure and prioritise workload.
- Pro-active approach to exchanging feedback and professional development.

Remuneration and Location

- Salary range €36-41k per annum commensurate with qualifications and experience. Employer pension scheme available.
- Position Tenure: permanent full time post. Commencement date to be negotiated within the employment contract of the successful applicant.
- Hours per week: (Full-time 39hrs) - This position will require, at times, irregular and unsocial hours and remote working.
- 25 days holiday per annum.
- Physical Location: Cycling Ireland Head Office, Unit 5, Sport HQ 2, National Sports Campus, Blanchardstown, Dublin 15, D15 AC8C, plus travel requirements already noted.

Appointment will be made subject to satisfactory:

- Garda/Access NI Vetting or equivalent appropriate working with children checks in country of origin
- Reference Checking Procedures

Cycling Ireland is an equal opportunity employer, celebrating diversity and championing inclusivity. If you require any reasonable accommodations to assist you in participating in the employee selection process, please simply let us know.

Further information:

Applicants should send a covering letter and CV to Myra McGlynn at myra.mcglynn@cyclingireland.ie and copy in Iain Dyer at iain.dyer@cyclingireland.ie

Closing date for applications is Sunday 1st November.

If you would like a confidential informal chat with Iain Dyer, High Performance Director, regarding the role please contact Iain in the first instance at iain.dyer@cyclingireland.ie

*HP Strategy CIHighPerformanceStrategy2025-28.pdf

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