

High Performance Pathway Lead

Role Overview

The HP Pathway Lead is responsible for managing Cycling Ireland's High Performance (HP) Pathway programme for able bodied riders aspiring to become elite level competitors. The programme cultivates our talent development environment for final year youth riders' transition into the Junior age group, the Junior age group itself, and their transition into the U23, Senior or elite ranks as appropriate. It aims to provide support and learning in 'off the bike' environments, as well as coaching and racing opportunities for identified riders on National programmes so they may develop a range of abilities to help them fulfil their potential.

We have recently launched our HP Pathway Strategy 2025-28 available here:

[CIHighPerformancePathwayStrategy2025-28.pdf](#)

To ensure we continue to build towards our vision we are seeking a great Lead to continue to cultivate this strategy and deliver our prioritised actions.

The Ideal Candidate

We are looking for a highly motivated individual with a successful track record of working with young aspiring high performance athletes, and preferably experienced working within a cycling context or similar national governing body programme.

The successful candidate will be a highly organised, self-starter that is capable of managing a diverse workload. They will be expert in stakeholder relations and understand the needs of all the individuals and organisations the HP Pathway connects with. Whilst a degree level education in a related subject is preferred the ideal person may also be able to fall back on a career as an athlete themselves, or significant workplace experience in talent development environments within elite sport. An in depth knowledge of cycling and it's various disciplines would be advantageous as would experience in coaching to a high level within cycling.

The successful candidate would be based in Ireland or expected to relocate.

Key Responsibilities

1. Strategic Objectives:

- a. Curate our long-term strategic vision for talent development for Cycling Ireland, aligning with the organisation's overall objectives and priorities.
- b. Conduct regular analysis of the current landscape of cycling talent development, including strengths, weaknesses, opportunities, and threats.
- c. Collaborate with key stakeholders, including senior leadership, coaches, athletes, and external partners, to gather insights and input for strategic planning.
- d. Translate strategic objectives into actionable plans and initiatives, setting clear goals, timelines, and performance metrics.

- e. Regularly review and assess the effectiveness of pathway programmes, making adjustments as necessary to optimise outcomes and impact.
- f. Stay informed about industry trends, research findings, and best practices in talent development and sports management, integrating relevant insights into strategic planning efforts.

2. Stakeholder Management:

- a. Build and maintain strong relationships with a wide range of stakeholders, including cycling clubs, schools, commissions, sponsors, government agencies, parents, and community organisations.
- b. Act as the primary liaison between the Cycling Ireland and external stakeholders, representing the organisation's interests and priorities.
- c. Proactively engage stakeholders in the pathway program, seeking their input, feedback, and support for initiatives and activities.
- d. Address stakeholder inquiries, concerns, and issues in a timely and professional manner, fostering trust and goodwill.
- e. Identify opportunities for collaboration and partnership with stakeholders to enhance the reach, impact, and sustainability of pathway programmes.
- f. Advocate for the interests of stakeholders within the organisation, ensuring their needs and perspectives are considered in decision-making processes.

3. Line Management:

- a. Provide leadership, guidance, and support to HP Pathway coaches and other stakeholders (eg external contractors) responsible for delivering pathway programmes at various levels.
- b. Recruit, hire, and onboard new HP Pathway coaches as required, ensuring alignment with organisational values, goals, and expectations.
- c. Establish clear performance expectations and goals for HP Pathway coaches, providing regular feedback and coaching to support their growth and development.
- d. Foster a collaborative and inclusive team culture among HP Pathway coaches, promoting communication, teamwork, and mutual support.
- e. Develop and implement professional development plans for HP Pathway coaches, providing opportunities for training, skill-building, and career advancement.
- f. Monitor and evaluate the performance of HP Pathway coaches, identifying areas for improvement and implementing strategies to address challenges or gaps.
- g. Providing support as required to the High-Performance Management Group, including reporting on activities and potential opportunities related to high-performance development. This entails actively engaging in discussions, sharing insights, and collaborating on strategies aimed at enhancing performance across various domains.

4. Programme Development and Innovation:

- a. Continuously assess the needs and aspirations of athletes approaching the HP Pathway, identifying gaps and opportunities for programme enhancement.
- b. Collaborate with coaches, athletes, and sports scientists to develop innovative programme delivery methodologies, techniques, and resources.
- c. Explore emerging technologies and tools that can enhance the effectiveness and efficiency of pathway programs or coaching.
- d. Lead the development and implementation of new program initiatives, such as talent identification camps, mentorship programs, or talent transfer pathways.

5. Talent Identification and Development:

- a. Oversee the talent identification and development process, implementing systematic approaches to identify and recruit young cyclists with HP potential from diverse backgrounds.
- b. Collaborate with provincial programmes, scouting networks, coaches, and talent development initiatives to identify potential prospects.
- c. Work closely with stakeholders and colleagues to assess and evaluate talent, providing guidance on talent development environments and development pathways.
- d. Design and implement a framework for coaching and programming and oversee coaching, support, and uptake (coaching performance).

6. Training, Competition and Event delivery:

- a. Coordinate with competition organisers and event managers to ensure HP Pathway athletes have access to appropriate competitive opportunities.
- b. Develop competition calendars and schedules that align with HP Pathway objectives and athlete development goals.
- c. Collaborate with HP Admin Mgr and Tm Ops Mgr where appropriate to provide logistical support and coordination for HP Pathway athletes attending competitions and events, including travel arrangements, accommodation, and equipment transportation requirements.
- d. Work closely with Service Course Co-ordinator regarding acquisition and deployment of equipment and physical resources in relation to programme activities.
- e. Where required manage key events in the HP Pathway calendar, and if appropriate be responsible for coaching delivery to athletes if so qualified.
- f. Monitor athlete performance and results at competitions, providing feedback, debriefing and support to coaches and athletes to optimise performance and learning outcomes.

- g. When required put forward recommendations to HPU High Performance Director and Head Coach for team selections and prepare when asked, selection recommendations for Championship selection panels.

General Responsibilities

1. Culture and Environment:

- a. Foster a performance focussed culture among the designated group of riders and support personnel. This entails not only nurturing physical prowess but also cultivating mental resilience, teamwork, and a relentless pursuit of improvement.
- b. Instilling a collective ethos geared towards achieving peak performance, creating an environment where everyone is empowered to thrive and contribute to the team's success.
- c. Assisting in the cultivation and refinement of pertinent policies and procedures. This involves actively participating in the review, development, and implementation of guidelines that align with organisational objectives and best practices.
- d. Act as an ambassador for CI and represent the organisation professionally at all times.
- e. Work closely with other CI staff to ensure alignment of objectives and activity with other CI departments.

2. Budget Management:

- a. Develop and manage the budget for the HP Pathway programme, ensuring effective allocation of resources to support programme objectives.
- b. Monitor expenditures and financial performance, identifying variances and implementing corrective actions as needed.
- c. Work closely with colleagues to track expenses, reconcile accounts, and prepare financial reports for senior leadership and stakeholders as required.
- d. Seek opportunities to optimise resource utilisation and secure additional funding or sponsorship support for pathway programmes.

3. Data Analysis and Performance Evaluation:

- a. Collect, analyse, and interpret data related to athlete performance, development, and programme effectiveness.
- b. Use data-driven insights to inform decision-making and program planning, identifying trends, patterns, and areas for improvement.
- c. Implement systems and tools for performance evaluation and athlete tracking, capturing key performance indicators and metrics to assess progress and impact.

- d. Collaborate with sports scientists, data analysts, and performance specialists to leverage data for athlete development and optimisation.

4. Remuneration and Benefits

- a. Package: The package will be commensurate with qualifications and experience, reflective of the not for profit/sports sector.
- b. Position Tenure: permanent full time post subject to annual performance review. Commencement date to be negotiated within the employment contract of the successful applicant.
- c. Hours per week: (Full-time 39hrs) - This position will require, at times, irregular and unsocial hours and remote working. As such flexible working arrangements are available. Some international and domestic travel is commensurate with this role, and the post holder will be reimbursed expenses with prior agreement for reasonable travel and costs in relation to carrying out their duties.
- d. Physical Location: noting the travel requirements of the role: Cycling Ireland Head Office, Unit 5, Sport HQ 2, National Sports Campus, Blanchardstown, Dublin 15, D15 C8AC. Time spent working from home on a hybrid basis is possible with prior agreement.
- e. 25 days holiday per annum
- f. Company Pension
- g. Lap-top and phone provided

5. Appointment will be made subject to satisfactory:

- a. Garda/Access NI Vetting or equivalent appropriate working with children checks in country of origin
- b. 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.

Send your CV and covering letter detailing why you are a great fit for this role to Iain Dyer, High Performance Director at iain.dyer@cyclingireland.ie and HR & Governance Lead myra.mcglynn@cyclingireland.ie

Iain is also available to any potential candidates that would like to have an informal discussion regarding the role.

Closing date for applications is Monday 21st July, after which short listed candidates will be invited to interview w/c Mon 28th July

Ends ID 25.06.25