

Pathway Manager - Olympic

Role Description



Title:	Pathway Manager - Olympic
Location:	National Curling Academy, The Peak, Forthside Way, Stirling – with requirement for travel domestically and internationally as required
Contract Type:	Full Time (1.0 FTE) Including regular weekend working
Salary:	Circa £35k
Responsible to:	Executive Performance Director
Direct Reports:	Contracted Coaches (Pathway)

Role Summary

The Pathway Manager – Olympic (previously Performance Foundation Manager) will play a lead role in ensuring the talent pipeline and pathway has the ability and infrastructure to deliver talented players with the skills, mindset and aptitude to be the best in the world, in line with the long-term ambitions of British Curling (BC) and Scottish Curling (SC). The role will require close collaboration with key personnel including the Scottish Curling Academy Manager to ensure the pathway is connected, streamlined and capable of continuously producing athletes who have the potential to achieve success on the world stage.

Key Responsibilities

- Lead and manage the programme and all associated planning and Performance Foundation (PF) budget activities (travel, competitions, contracted coaches, ice hire, etc.) to ensure a high-quality programme delivered for and to Scottish athletes with potential to progress to international levels.
- Liaise and work closely with Olympic Head Coach to ensure the PF Programme aligns with and supports the world class programme.
- Collaborate proactively and positively with the SC Academy Manager and other SC staff to ensure a coordinated, consistent approach across the Academy and PF programmes.
- Coordinate all annual training and competition programmes for all PF supported athletes/teams, leading all associated processes as determined by the BC Programme (e.g. What it takes to win (WITTW) etc.).
- Manage the selection and review processes built into the programme, including collating all WITTW data to inform selection and reviews.
- Identify, engage, develop and manage coaches (part-time, consultant, and BC staff coaching input) to ensure quality delivery across the PF Programme.
- Work closely with BC colleagues, especially Head of Performance Services and Performance Operations Manager, to ensure effective delivery of the programme and integration of support services for PF athletes/teams.
- Develop and implement an annual programme of education and off ice development for athletes on the pathway, covering key areas such as anti-doping
- Collaborate with the BC coaching team to ensure best practices are delivered to PF athletes and effective integration of programmes where appropriate and feasible.
- Lead (from a BC perspective) plans and preparation for pathway events such as World Juniors, World University Games, and Youth Olympics. Liaise closely with the Olympic Head Coach on selection and preparation approaches.
- Engage with the Senior Leadership Team (SLT) to ensure the PF programme is embedded into the wider work and priorities of BC.
- Ensure effective and timely communication across the PF programme, placing athletes at the centre of all planning and programme activities.

- Provide reports and data as necessary to ensure full compliance with grant funding requirements and BC policies.

Time Allocation

The Pathway Manager role is full time however it is anticipated that time would be allocated as follows:

- 60% (3 days per week) on programme management.
- 40% on direct coaching of athletes at the PF level, both individuals and teams, to ensure effective delivery of the programme and Continuous Professional Development (CPD) in coaching and the role.

Hours will need to be flexible to ensure appropriate contact with athletes, teams and coaches is maintained. Regular weekend working will be a requirement of the role.

Person Specification

Specific Experience (Essential)

- Appreciation & experience of athlete development principles.
- Leadership and management of programmes, staff, budgets.
- Contribution to development & implementation of strategic business (sport) priorities.
- Excellent communication skills.
- Excellent IT skills and competence with all Microsoft Office applications.

Desired Experience

- Partnership working – ability to work effectively with and drive positive partnership with other sports bodies.
- Specific understanding of elite curling needs (Olympic discipline) and long-term development programmes to assist athletes to achieve.
- Coaching experience – Olympic discipline curling.
- Experience of the sporting infrastructure – Scottish & UK Sport. Networking across the sporting system.

To Apply

To apply for this opportunity with one of the UK's most successful winter sports, please email a letter of application and CV to performance@britishcurling.org.uk with the reference PMO24 in the subject line. The letter of application should tell us why you want this role and what skills and experience you offer that make you the ideal Pathway Manager.

For further information or specific enquiries please contact Nigel Holl, Executive Performance Director on nigel.holl@britishcurling.org.uk / +44 (0)7920270293.

Closing Date for Applications: Wednesday 12th June 2024 – 12 midnight (BST).

Interview date – Friday 21st June (TBC)

British Curling is committed to selecting and appointing staff solely on the basis of their ability to do the job for which they are being recruited and we welcome applications from all sections of the community. British Curling encourages job applications from suitably qualified and eligible candidates irrespective of their gender, ethnicity, religion, belief or sexual orientation.