

Role: Paralympic Pathway Lead

Who you'll be working for

Hays are delighted to have partnered with Paralympic Ireland to help them with strategic hires for the team that they are building for the Paris Paralympic Games and beyond. This is an exciting time for Paralympics Ireland as they look to grow their team to better support the performance aspirations of our Team Ireland Para athletes, our member National Governing Bodies (NGBs) and our key national partners. This is a motivating and innovative role, and they are seeking candidates who are passionate about supporting people to reach their potential through high performance and Paralympic sport.

This is a new role within their team and hence a great opportunity for a candidate with a sporting, or non-sporting background to bring their stakeholder relationship and people development experiences to bear.

What you'll be working on

As Paralympic Pathway Lead you will work as part of the team to help design and deliver our *Transform for LA* programme. This aims to support our member NGBs grow their Paralympic Performance Pathways and programmes to support athletes for the Paralympic Games in Los Angeles in 2028 and beyond.

Specifically, you will be responsible for:

- Working with our member NGBs to support the development of their performance pathways for the next generation of Paralympic performers (Athletes and Coaches).
- Leading on the design and delivery of key programmes that will support NGB Para Sport leads to identify, develop and progress Paralympic performers.
- Contributing to growing a culture of progression and performance amongst our Para Sport community through using insight, innovation and learning and development opportunities.

There will likely be scope to join the Irish Paralympic Team at Paralympic Games in a support role capacity. This will be determined closer to the Paris 2024 Paralympic Games.

This role involves working closely with the Sports Director and Classification Manager in Paralympics Ireland. There are significant opportunities for stakeholder relationship development and management.

SPECIFIC RESPONSIBILITIES

Strategic Planning

- Member of the *Transform for LA* Leadership Team with key NGB engagement responsibility.
- With the Sports Director, proactively and collaboratively design and deliver key programmes and activities to ensure we meet key our key objectives.
- Where appropriate input into *Perform at Paris* programme (aimed at supporting current generation of athletes perform at Paris 2024).

Programme Delivery

With the support of the *Transform at LA* Leadership Team, lead on delivering our key strategies focusing on:

- **Pathway Recruitment & Development Practice:** Collaborate with organisations to better understand, adopt and embed best practice principles in finding and developing Paralympic Performers
- **Para Sport People Development:** Drive a culture of learning and development for Para sport leaders and workforce that focus on supporting the progress and performances of athletes and coaches on Paralympic Pathways
- **Paralympic Pathway Partnerships and Network:** Promote the power of Paralympic Sport by creating a robust network of partners to support organisations grow their interest and ability to develop sustainable Paralympic Pathways
- **Support on the design, delivery and relationship management around our three main stakeholder activities planned over the course of this Paris 2024 Cycle:**
 - National para athlete recruitment campaign

- Paralympic Pathway benchmarking reviews
- Regional multi-sport Paralympic Hubs

Team Engagement

- Support the implementation of the Paralympics Ireland Sports strategy (especially Paralympic Pathways) and help monitor progress and achievements
- Work to our Paralympics Ireland Values and Sport Guiding Principles
- Support the Paralympics Ireland team in their roles to achieve key milestones
- Co-create own goal setting and personal development opportunities
- Set-up/partake in regular individual, team and organisational meetings (part of a Plan-Do-Review cycle)
- Contribute to wider organisational and wider stakeholder meetings and programmes
- Undertake any other duties as requested by the Sports Director

What you'll need to succeed

- Third Level qualification- preferably in a Sports/People development related area or discipline
- 3 - 5 years full-time (or part-time equivalent) experience in a management or leadership role with skills relevant to this role.
- Recent experience of successfully working within an inter disciplinary team operating in a high-performance environment (sporting or non-sporting)
- Experience of successful project/programme design and delivery
- Demonstrable stakeholder management experience i.e., experience of working with multiple partners, stakeholders and volunteers to achieve success
- A team player with an open and consultative / collaborative style and optimistic approach
- Strong planning and organisation skills with the ability to delegate
- A clean current full driving licence and access to a form of transport to meet the requirements of the post in full
- A flexible approach to hours required including the ability to attend evening and weekend meetings and to undertake travel abroad.

Desirable

- Experience operating at senior leadership level
- An understanding of the current approaches to talent development
- Experience of working within High Performance / Paralympic / disability sport environment
- Experience of coaching at a Pathway Level or as a Coach Tutor or in another professional capacity

Ability to manage budgets, allocate and maximise resources

PARALYMPICS IRELAND VALUES

- **Excellence** - We pursue excellence in everything we do and strive to achieve the highest standards
- **Determination** – We are determined to succeed and perform, growing in strength and pride as we face each challenge and showcase our ability to the world
- **Equality** – We challenge stereotypes, transform attitudes and break down social barriers with a diverse and inclusive approach through sport
- **Respect** – We respect each other in our actions and words, on and off the field of competition, supporting each other, working as a team to produce results
- **Transparent** – We are open, ethical and transparent and operate to the highest level of good governance and integrity

PARALYMPICS IRELAND SPORT GUIDING PRINCIPLES

Through the course of our designing and delivering our work programme we are:

- Designing our work to strategically support athlete, sport and community needs
- Supporting NGBs to grow their capabilities and capacities
- Steering the Paralympic sector with intel and insight
- Driving a culture of learning and development in the Para sport/HP community
- Role modelling high performance practices
- Communicating what we can do for and with Paralympic sports
- Champions of a partnership and collaboration approach

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

Paralympics Ireland is an equal opportunities employer and all applications will be treated in strict confidence.

What you need to do next

If you're interested in this role, click 'apply now' to forward an up-to-date copy of your CV & Cover Letter to caroline.donlon@hays.com