

[ABOUT LOUGHBOROUGH UNIVERSITY](#)

[SPORTS DEVELOPMENT CENTRE](#)

REQ15628

PERFORMANCE DIRECTOR

AUGUST 2015

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Loughborough University is ranked in the top 15 in all three national university rankings and is the East Midlands' top university. It is the UK's premier university for sport and its underpinning academic disciplines, and was named the Sports University of the Year in the Times/Sunday Times Good University Guide 2014.

Some of the most celebrated names in sport, including world record breaking athletes Sebastian Coe and Paula Radcliffe, and one of the greatest-ever Paralympian's, Tanni Grey-Thompson are alumni of Loughborough. Its Hall of Fame is proud to boast a range of Rugby World Cup winning and Olympic record breaking athletes and coaches.

Recently, John Steele and Peter Keen (formerly UK Sport's CEO and Performance Director) have developed a sports strategy and implementation plan that will build on the University's global reputation. Sport is now recognised as the University's 'fourth pillar' alongside Teaching, Research and Enterprise and is now at the stage where it can take the next step in creating a unique culture of sporting excellence that will include both student and high performance sport.

This is a rare and exciting opportunity to get involved in a unique multi-sport environment and the ambitious plans for Loughborough University to play an even more significant role in global high performance sport. The role will work in partnership with colleagues across the University, stakeholders in the UK high performance system and more broadly global partners. This is a diverse role that will require an individual with the ability to drive performance sport standards and results, whilst also building strong relationships across a broad range of stakeholders.

SPORTS DEVELOPMENT CENTRE (SDC)

JOB DESCRIPTION

Responsible to: Executive Director of Sport

Job Purpose: To provide inspirational and effective leadership for performance sport at Loughborough, and support the Executive Director of Sport in the successful delivery of the University's sport strategy.

KEY TASKS:

- To lead the implementation and on-going development of the high performance strand of the University's strategy for sport and maximising the benefits of elite sport to teaching, research, enterprise and the University's reputation.
- To provide inspirational strategic leadership and management to >30 Managers, Coaches and support staff and > 200 student athletes engaged in Loughborough Sport performance programmes.
- To develop and maintain effective relationships with the Performance Directors of National Governing Bodies of Sport already based at Loughborough and also those within the broader high performance system.
- Work in partnership to support the Athletic Union (AU) in ensuring continued success within the British Universities & Colleges Sport (BUCS) championship and in national competition whilst also enhancing the inter-play between student sport and high-performance sport.
- To manage an annual performance sport budget of over £2.5m, monitor income and expenditure and identify and exploit potential new revenue streams.
- To provide expert and appropriate advice and leadership to the SDC Senior Leadership Team and Executive Director of Sport.

DUTIES AND RESPONSIBILITIES:

- To work closely with other members of the SDC Senior Leadership Team to ensure strategic and operational targets are met.
- To ensure the appropriate strategic and operational plans are in place to achieve strategic targets for performance sport and the life shaping experience.
- To drive up performance standards across a diverse range of sports by instilling a culture of building excellence.
- To work with Sports to put in place and monitor effective performances programmes and create appropriate and realistic performance measures that will enable assessment against agreed performance targets.

- Create a strong coaching community, network and culture that will ensure the delivery of appropriate and inspiring CPD opportunities for coaches and other performance sport staff through a Coaching Centre of Excellence model.
- To ensure effective support services are available for performance programmes, including sports science and sports medicine support and work with colleagues to ensure performance athletes have appropriate access to training facilities and equipment.
- Working closely with the Students' Union, the Union's sport senate and VP Sport to realise the sports strategy and provide support in the organisation and excellence of student sport.
- In conjunction with colleagues, support the strategic development of the Loughborough Sport offer, developing the concepts of Playing for Fun, Playing to Compete, Playing to Perform in addition to opportunities for sports volunteering, coaching and officiating.
- Working in partnership with University colleagues, to ensure the academic sport offer is integrated and applied.
- To develop and maintain effective relationships with external partners and stakeholders that will contribute to the overall aims and ambitions of the strategy. This will involve working closely with the Deputy Director of Sport in the development of stakeholder relationships at the SportHub and SportPark, maximising the benefit of links into the University.
- To support the Business Development Manager in generating external revenue to agreed targets through sponsorship, partnership and commercial exploitation of the University's Sports Facilities and associated resources.

SPECIAL CONDITIONS:

It will be necessary, on occasions, to work outside normal office hours including work in the evenings and at weekends in keeping with sporting roles of this type.

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the university's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies / procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

SPORTS DEVELOPMENT CENTRE

PERSON SPECIFICATION

Job Title: Performance Director

Criteria	Essential	Desirable	Stage to be assessed
Experience	<p>Recent significant experience of operating in elite sport.</p> <p>Experience of working within a complex organisation with significant responsibility for financial and staff resources.</p> <p>Experience of working with multiple partners to achieve success.</p>	<p>Experience of working successfully with national governing bodies.</p> <p>Experience of working in a multi-sport performance environment.</p> <p>Previous experience of high performance coaching.</p> <p>Experience of the operation of sport within a higher education environment.</p> <p>Experience of working with volunteers.</p>	All to be assessed at stages 1 and 3
Skills and Abilities	<p>A high level of expert knowledge of high performance sport systems and techniques.</p> <p>Excellent presentation, communication and negotiation skills.</p> <p>Excellent leadership, organisational and planning skills.</p> <p>Proven ability to devise and deliver strategic initiatives within sport with a focus on performance.</p> <p>Capable of diplomacy and the ability to communicate</p>	Working knowledge of Microsoft Office.	<p>1, 2, 3</p> <p>1, 3</p> <p>1, 3</p> <p>1, 3</p> <p>All to be assessed</p>

	<p>and influence at all levels.</p> <p>Strong intellectual capability with integrity, charisma and gravitas.</p> <p>Flexible, resilient and positive through change and under pressure of work.</p> <p>A willingness and the ability to work flexible hours and travel nationally and internationally.</p>		at stages 1 and 3
Equality & Diversity	A commitment to equality and diversity with the ability to role model, adhere to and advocate the university's Equality & Diversity Policy.		1, 3
Training	Commitment to development of self and others and a willingness to actively participate in a programme of continuing professional development.		1, 3
Education & Qualifications	Strong educational background.	Graduate qualification/ professional qualification in Management or relevant field.	1, 3
Other	Credibility within the high performance system.		1, 3

Stages in Assessment:

1 = Application Form

2 = Selection Test – i.e. presentation, in tray exercise, data analysis

3 = Interview

Conditions of Service

The appointment will be on a full time, open ended contract. An attractive salary package is offered, to be confirmed on offer of appointment.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff, details of which can be found at:

<http://www.lboro.ac.uk/services/hr/a-z/conditions-of-service.html>

Informal Enquiries

Informal enquiries should be made to **John Steele, Executive Director of Sport** by phone: 07879 892384 or by email: j.d.steele@lboro.ac.uk

August 2015, Job Evaluated: Post Number: 16824

Application

The closing date for receipt of applications **is midnight 12 October 2015. Interviews will be held on 10 November 2015.**