

Job Description

Job Title:	Performance Director
Reports to:	Chief Executive Officer
Office location:	Sports Training Village, University of Bath
Salary:	£75,000 - £85,000 base + benefits
Contract Type:	Permanent, Full Time

Purpose

To lead the delivery of the World Class Performance Programme (WCPP) and Talent Pathway and be responsible for the achievement of the LA 2028 strategic performance plan and its objectives. As a member of the Senior Leadership Team, the Performance Director will actively support the achievement of the Pentathlon GB strategy and be a positive ambassador for the sport.

Key Priorities

- To provide inspirational leadership, management, and strategic direction for all aspects of the Pentathlon World Class Performance Programme (WCPP).
- To review and drive the delivery of the LA 2028 performance strategy, based on LA28 investment outcomes, ensuring the best chances of medal success in LA 2028 and beyond.
- To actively support Pentathlon GB to develop a “One Team” culture that drives consistency and sets world class behaviours within training, competition, and all other environments.
- To enable coaches, athletes, and support staff to review and implement “What it Takes to Win” models, ensuring these are understood and drive the daily decision making and operating environment within the team.
- Work with the Head of Performance Services, to ensure the continued development and optimal delivery of the world class sport science and medicine programme.
- To support the Head of Pathways to ensure that we increase our talent pool and develop a high-quality pipeline of future medal contenders.
- To ensure the delivery of the WCPP Key Performance Indicators (KPIs) within the Pentathlon GB strategy and operational plans.
- To develop and maintain mutually beneficial, positive and strategic relationships with Pentathlon GB’s key partners.

Leadership

- To lead and be responsible for the LA 2028 performance plan and budget in collaboration with the PGB Board, CEO and Performance Leadership Team.
- Lead, mentor and manage the senior leadership team in setting and delivering the effective day to day management of the operational plan, aligned with the key strategic objectives.
- Provide effective leadership and management of the Performance staff; by ensuring they have the appropriate support and structures to implement and deliver against their targets and ambitions.
- In conjunction with the Performance Leadership Team foster a culture of excellence, collaboration and continuous improvement in the relationships between coaches and athletes across the system.

Performance Management

- Report to the CEO and Pentathlon GB Board progress towards the achievement of the LA 2028 performance plan.
- Support and guide key performance staff to ensure the performance trajectory of athletes is positively impacted by world class integrated technical support service delivery, such as sports science and medicine, data analysis, injury and illness prevention strategies.
- Develop and deliver the selection policies required for the WCPP and the talent pathway.
- Lead and manage the performance team at all Category A UIPM International competitions and major championships, including being the Olympic Team Leader at the Los Angeles 2028 Games.
- Lead and manage the coaches in the programme, designing a coaching strategy that ensures they are able to optimise the performance of the programme athletes.

Key Responsibilities

Business Leadership

- Report to the PGB CEO and be an active positive member of the PGB Senior Leadership Team.
- Work with the PGB CEO and Finance Officer to develop, refine and deliver budgets within agreed parameters.
- Work with the CEO and Finance Officer to ensure that all UK Sport quarterly finance reports are completed on time.
- Secure and maximise the optimum training and working environments, that ensure the best return on investment for Pentathlon GB.
- Support the maximisation of opportunities to strengthen Pentathlon GB's relationships and returns from its commercial partnerships.

Relationship Management

- Report to the CEO and Pentathlon GB Board (as required) on all aspects of the LA 2028 performance plan and its implementation.
- Work closely with internal and external stakeholders to support the achievement of the PGB strategy and LA 2028 performance plan.
- Actively contribute to the strategic direction of Pentathlon GB through collaborative working with the PGB Senior Leadership Team and Board.
- Develop and maintain strong relationships with key external stakeholders such as the International Federation, funding agencies, partners, sponsors, training centre operators and support providers.
- Develop strong professional networks that include relationships with GB Performance Directors and international counterparts to capture and share best practice.
- Ensure that the WCPP staff and athletes actively support PGB to positively engage with the media and help grow the profile and reach of the sport.

Qualifications and Experience Requirements

Essential

- A proven track record of leading a successful performance team operating in elite sport (WCPP) at the highest level.
- Experience managing cultural and structural change within a WCPP.
- A comprehensive understanding of elite level coaching, performance support services, performance innovation, international competition and TID and performance pathways to drive continued success.
- Extensive experience of working in a multi-sport environment
- Experience of working with multiple partners and stakeholders to achieve success including working with public funding agencies (such as UK Sport), international federations, sponsors and media.

Desirable

- Experience of high-performance sport involving the optimisation of equipment, clothing etc., applying up-to-date research and innovation.
- Experience within modern pentathlon.

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 may be amended considering the changing needs of the organisation.

Pentathlon GB recognises the positive value of diversity, promotes equality and challenges discrimination. We welcome and encourage job applications from people of all backgrounds, particularly where we are under-represented,

currently, this includes disabled people and those from culturally diverse communities.