



# National High Performance Director

## Role Description

### Position Overview

This outlines the updated role description for the National High Performance Director. The key responsibilities include strategic planning and long-term development, program development and implementation, resource allocation and compliance, logistics coordination and team management, and strategic leadership and collaboration.

Furthermore, the National High Performance Director will have primary responsibility for implementation of the Sport Ireland (SI) High Performance Strategic Plan and its translation into the Ireland Lacrosse High Performance Strategy 2024-2032.

### Key Responsibilities:

#### 1. Strategic Planning and Long-Term Development:

- -Collaborate with the High-Performance Committee to establish a comprehensive high-performance strategy and long-term plan.
- -Gather relevant information and insights to solidify the strategic plan, leveraging experience and knowledge in high-performance sports.
- -Lead the development and documentation of the high-performance strategy, ensuring alignment with Ireland Lacrosse's vision and objectives.

#### 2. Program Development and Implementation:

- Oversee the implementation of the high-performance strategy, ensuring that it is effectively integrated into the organization's operations.
- -Provide guidance and expertise to support the execution of the long-term plan, working closely with the HP committee and relevant stakeholders.

#### 3. Resource Allocation and Compliance:

- -Manage annual program budgets and resource allocation in line with the established high-performance strategy.
- Ensure compliance with organizational policies and international regulations in all aspects of the high-performance program.



#### **4. Logistics Coordination and Team Management:**

- -Coordinate logistics for training camps, competitions, and international events, identifying key events for inclusion in the Annual HP Events Schedule.
- Oversee the recruitment and appointment process for National Team Managers in collaboration with head coaches, aligning with the requirements outlined by the HPD.

#### **5. Strategic Leadership and Collaboration:**

- Provide strategic leadership and expertise to the High-Performance Committee, contributing to the development of a world-class high-performance program.
- Foster collaboration and knowledge sharing to drive the successful implementation of the high-performance strategy and long-term plan.

The NHPD is expected to collaborate with the High-Performance Committee to establish a comprehensive high-performance strategy, oversee its implementation, manage budgets and resource allocation, ensure compliance with policies and regulations, coordinate logistics for events, and provide strategic leadership to drive the successful implementation of the high-performance strategy and long-term plan.

### **Required Qualifications**

- Minimum 5 years experience in high-performance sport management
- Proven track record of developing successful athletic programs
- Strong understanding of long-term athlete development principles
- Experience with performance planning and periodization
- Excellence in project management and stakeholder relations
- Outstanding leadership and communication skills
- Knowledge of the international lacrosse landscape is preferred

### **Preferred Qualifications**

- Advanced degree in Sports Management, Exercise Science, or relevant experience
- High-level experience in lacrosse
- Experience working with national, international, and Olympic sporting organizations
- Background in talent identification and development
- Demonstrated success in building high-performance systems

### **Key Competencies**

- Strategic thinking and planning
- Leadership and people management
- Program development and implementation



- Budget management
- Stakeholder engagement
- Performance analysis and reporting
- Crisis management and problem-solving
- Cross-cultural communication

## **Working Conditions**

- Full-time volunteer position (Expenses Covered)
- Domestic and international travel, if required
- Flexible schedule including evenings and weekends
- Remote work options available for some aspects of the role

## **Reporting Structure**

- Reports directly to the High-Performance Committee on performance indicators
- Works closely with the Men's National Teams Director and Women's National Teams Director, who are operationally responsible for delivering the national teams in their sector.
- Oversees national team coach's performance monitoring and, where appropriate, development
- Maintains regular communication with the NT Directors and CEO.

## **Performance Indicators**

- International competition results aligned with Organizational, NTD, Head Coach, and Athlete expectations.
- Delivery of Milestones in accordance to the Ireland Lacrosse High Performance Strategy 2024-2032
- Athlete development and progression
- Program implementation and management
- Stakeholder satisfaction
- Budget management
- System development and documentation

## **Application Process**

Qualified candidates should submit:

- Comprehensive CV
- Detailed cover letter
- Three professional references
- Vision statement for Ireland Lacrosse's high-performance program



Ireland Lacrosse is committed to equal-opportunity employment and welcomes applications from all qualified individuals.

For more information or to submit your application, please contact [mkennedy@irelandlacrosse.ie](mailto:mkennedy@irelandlacrosse.ie)