



National Teams Directors (Men's & Women's Sector)

Role Description

Position Overview

The National Teams Director is responsible for leading and managing all aspects of Ireland Lacrosse's national team programs (Men's or Women's), ensuring alignment with the organization's high-performance strategy and objectives. This role requires a dynamic leader who can effectively manage day-to-day operations while driving long-term program development and success.

Key Responsibilities

Program Management & Operations

- Oversee operations of all national team programs within the respective gender sector.
- Implement high-performance system principles and strategies in alignment with the High Performance Director and the High Performance Strategic Plan.
- Develop and manage annual program budgets and resource allocation
- Ensure compliance with organizational policies and international regulations
- Coordinate logistics for training camps, competitions, and international events, identifying key events for the HPD to include in the Annual HP Events Schedule.
- Work collaboratively with the HPD to manage team management and support staff appointments and associated volunteers
- Oversee the recruitment and appointment process for National Team Managers for national teams in collaboration with head coaches based on the requirements outlined by the HPD.
- Oversee the recruitment and appointment process for assistant coaches for national teams in collaboration with head coaches based on the requirements outlined by the HPD.
- Work collaboratively with the Éire Program Director on the appointment of Éire coaches.

Athlete Development & Support



- Implement and monitor Long Term Athlete Development (LTAD) based on the internationally recognized Foundational, Talented, Elite, and Mastery (FTEM) framework (UK, Australia)
- Oversee the development and implementation of Individual Performance Plans for all national team athletes
- Ensure access to comprehensive support services, including:
 - Sports science resources
 - Strength and conditioning programs
 - Medical and physiotherapy support
 - Mental performance services
- Manage athlete selection processes
- Where possible, maintain athlete databases and performance tracking systems across identification events, training camps, benchmark events, and long-term athlete development plans.

Competition Planning & Execution

- Develop a comprehensive program of operational delivery for all national teams for national team managers to execute at BMEs.
- Coordinate participation in:
 - Benchmark Events (BMEs) - World Championships / WL Qualifying Events
 - Multisport Games
 - Olympic format competitions (e.g., Sixes)
 - Regional (European) and international tournaments
- Work with the High-Performance Director and Head Coaches to align competition schedules with training cycles
- Oversee team preparation and performance at major competitions

Performance Monitoring & Evaluation

- Establish and track key performance indicators for all programs
- Monitor and evaluate athlete progression through the pathway
- Assess team performance at major competitions
- Prepare regular reports on program progress and achievements
- Implement data-driven decision-making processes

Stakeholder Management & Communication

- Serve as primary liaison between the High-Performance Director and:
 - National Team Managers
 - Coaching Staff
 - Support personnel
 - Athletes



- Maintain effective relationships with provincial associations and clubs
- Coordinate with international bodies and tournament organizers
- Manage internal and external communication regarding program activities

Required Qualifications

- Minimum 5 years experience in the delivery of a sports program and management
- Demonstrated success in athlete development and high-performance sport
- Strong understanding of lacrosse technical and tactical elements
- Excellence in project management and organizational skills
- Outstanding leadership and communication abilities
- Experience with budget management and resource allocation

Preferred Qualifications

- Degree in Sports Management, Business Administration, or relevant experience.
- High-level playing or coaching experience in lacrosse
- International sport management experience
- Knowledge of long-term athlete development principles
- Experience with performance analysis and reporting

Key Competencies

- Strategic planning and execution
- Program management
- Leadership and team building
- Budget management
- Stakeholder engagement
- Problem-solving and decision-making
- Cross-cultural communication
- Crisis management

Working Conditions

- Volunteer part-time position
- Domestic and international travel required, expenses required
- Flexible schedule, including evenings and weekends
- Remote work options available for administrative duties

Reporting Structure

- Reports to the High-Performance Director / High-Performance Committee



- Works closely with:
 - High-Performance Committee
 - Counterpart National Teams Director (Men's or Women's)
 - National Team Managers
 - Coaching Staff
 - Support Personnel

Performance Indicators

- Program development and implementation
- Competition results and performance metrics
- Athlete progression and retention
- Stakeholder satisfaction
- Budget management
- System documentation and compliance
- Communication effectiveness

Application Process

Qualified candidates should submit:

- Detailed CV
- Cover letter
- Three professional references
- Program development vision statement

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