



Irish Olympic Handball Association

Sports HQ, 13 Joyce Way, Park West, Dublin 12, Ireland
Telephone: +353 1 625 1165 • Fax Number: +353 1 625 1166

Email: ioha@olympichandball.org

TITLE: High Performance Director

TERMS OF ENGAGEMENT: The Irish Olympic Handball Association (IOHA) seeks to engage the services of a professional to perform the role of High Performance Director (HPD). There is a consultancy fee of 1500 Euro per annum available for this purpose. The basis on which this is paid will be determined by the circumstances of the successful applicant i.e. honorarium, contractor, part-time or other.

TERM: February 2012- December 2014. Meeting 5-6 times annually

REPORTS TO: Executive Committee/Board of the IOHA

POSITIONS REPORTING TO THIS ROLE: National Team Coach, National Team Coordinator, Strength and Conditioning Coach, Sports Psychologist, Medical Support Team

PURPOSE OF THE ROLE

A vacancy exists with the IOHA for the role of a High Performance Manager (HPM). This role encompasses managing both strategic and operational aspects of the IOHA High Performance Program. The purpose of the role is to oversee, manage and direct the strategic and operational components of the IOHA HPP, including maintaining direct relationships with all key stakeholders.

ROLES & RESPONSIBILITIES

The HPM will be accountable for the following responsibilities:

- ☐ Manage the IOHA High Performance Program.
- ☐ Oversee the development, documentation and implementation, in conjunction with the High Performance Program Committee (HPPC) of a High Performance Plan based on the Irish Institute of Sport template
- ☐ Ensure effective communication channels between IOHA and all individuals involved in the HPP, and between all individuals involved in the HPP.
- ☐ Oversee the coordination by designated Irish Team Managers of domestic and international tour arrangements for Irish Teams.
- ☐ Oversee the management of athlete issues, including disciplinary matters, relating to Irish



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Team Members and ensure athletes represent the team in an appropriate and professional manner at all times.

- ☐ Liaise and consult with the HPPC on all relevant aspects of the high performance program, including national and international competition programs.
- ☐ Oversee and manage the development by the HPPC of IOHA talent identification and development programs.
- ☐ Ensure anti-doping education program is provided to Irish Team Members.
- ☐ Oversee the inclusion of Sports Science/Medicine programs and personnel into the High Performance Programs aimed at increasing the performance of athletes.
- ☐ Coordinate and manage high performance contractual arrangements.
- ☐ Oversee and manage all aspects of the operational budgets for the High Performance Program, in consultation with the National Team Coach, General Manager and the Board of the IOHA.

The HPD will have the support of the IOHA staff for administrative tasks.

SELECTION CRITERIA

Candidates for the role of High Performance Director will require a range of personal and professional skills.

The following skills and qualifications are preferred requirements for the role:

- ☐ A minimum of three (3) years experience in high performance, sport development or sports management roles.
- ☐ Relevant experience and/or tertiary qualifications in sports related fields such as sport science.
- ☐ Strong and effective leadership skills.
- ☐ Ability to be part of a cohesive team.
- ☐ Outstanding organisational skills, excellent communication and interpersonal skills.



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- ☐ Ability to manage unpredictable demands in a professional and courteous manner.
- ☐ Ability to work to budget
- ☐ Favourable consideration may be given to candidates with a background in handball.
- ☐ Ability to manage records, information and databases (as required).

OTHER INFORMATION

In representing the IOHA, the High Performance Director will display characteristics such as reliability, punctuality and courtesy, and be self-motivated and well presented at all times.

The successful candidate will be required to develop and manage a range of internal and external relationships, often in unstructured settings including:

- ☐ IOHA Executive
- ☐ National Coaches
- ☐ Athletes
- ☐ Parents of Junior Athletes
- ☐ Club Coaches
- ☐ Sponsors

The IOHA will carry out a performance appraisal based on the following key performance indicators:

- ☐ Compliance with the Position Requirements set forth in this document.
- ☐ The structure, delivery, and outcomes from the High Performance Program.

In accordance with the appropriate Child Protection legislation all candidates will be required to complete and sign all necessary documents and forms as required by law. Engagement of the successful candidate will be subject to a satisfactory child protection screening and relevant reference checks.

Please apply with your CV and cover letter to generalmanager@olympichandball.org before the 14th of February