



Position	<b>Head of Athletic Development, Antrim GAA</b>
Role Summary	To contribute to the development and delivery of an athletic development pathway within Antrim GAA, and report on the implementation of this across all age groups (u13-17; 18-20; senior) and all codes. This shall be a lead role within a multi-disciplinary team oriented towards progressive performance improvement. The post-holder shall have primary responsibility for athletic development tailored towards Gaelic games. The post-holder shall oversee all aspects of the athletic development pathway including needs analysis; planning, programme design, programme delivery and monitoring.
Reporting	The post holder will report to the County Secretary
Employer	Antrim County Board
Location	Antrim GAA, St Mary's University College, 191 Falls Road, Belfast, BT12 6FE
Type of Contract	One Year Fixed Term Contract (with the possibility of extension)
Salary Range	circa £30,000 per annum
Hours	40 hours per week or such additional hours as may be required in order to satisfactorily fulfil the duties of the post.
Flexibility	The post holder would need to be flexible to work evenings or weekends in addition to daily activities, as per the requirements and responsibilities of the role.



## **Main Duties and Responsibilities**

### **STRATEGIC**

- To contribute to the creation and promotion of a culture and environment of high performance with Antrim GAA.
- To support the Regeneration Director in the development and delivery of a strategy for specialist support services within Antrim GAA.
- To develop effective working relationships with managers, coaches, teachers and other relevant stakeholders that provide support and guidance to players within Antrim GAA.

### **OPERATIONAL**

- To develop, deliver and monitor effective physical conditioning programmes that meet the needs of players, coaches and managers within Antrim GAA.
- To work in collaboration with other service providers to deliver integrated player programmes that positively impact on performance across various Antrim teams/squads.
- To maintain a comprehensive, indexed database of work conducted with players and coaches and engage in reflective practice with other staff
- To conduct physical competence, fitness strength assessments and maintain a database of results.
- To prepare specific reports on the athletic development and physical fitness of players and teams.
- To prepare and manage a budget of income and expenditure relating to their area of responsibility and maintain accurate and up to date records.
- To advise on and help squad coaches in the formulation of realistic and appropriate training goals and corresponding programmes.

### **DEVELOPMENT**



- To ensure that equipment and training facilities are well maintained.
- To be proactive in continuous professional development.
- To deliver education programmes to coaches and athletes on the topics of athletic development and physical conditioning in order to improve performance standards and contribute to raising the culture of high-performance sport within Antrim GAA.
- To take reasonable care for the health and safety of him/herself and of other persons who may be affected by his/her acts or omissions at work and to cooperate so far as is necessary to enable any duty or requirement imposed on Antrim GAA under statutory provisions to be performed or complied with.
- To support other Antrim GAA staff in the development and implementation of research projects in the field of player development.
- To develop and maintain an approach to best practice premised on current applied research, informing wider development within Antrim GAA accordingly.

**Note:**

***This is not intended to be a comprehensive list of all the duties involved in the post and may be unilaterally amended at the direction of the employer; consequently, the employee may be required to perform other duties appropriate to the post as assigned to them at any stage.***



# Personnel Specification

**Title of Post**                                **Head of Athletic Performance**

## **Note to Applicants**

1. *You must clearly demonstrate on your application form how you meet the required criteria as failure to do so may result in you not being shortlisted.*
2. *You should clearly demonstrate this for both the essential and desirable criteria.*
3. *Shortlisting will be carried out on the basis of the essential criteria as set out below, using the information provided by you on your application form.*
4. *Please note that Antrim County Board reserves the right to use any or all of the desirable criteria, outlined below in section 2, at shortlisting. Therefore, you must clearly demonstrate on your application form how you also meet the desirable criteria.*
5. *Proof of qualifications and other relevant documentation is required if an offer of employment is made – if you are unable to provide this, the offer may be withdrawn.*

## **Section 1: Essential Criteria**

**Some of the essential criteria below will initially be measured at Shortlisting stage although may be further explored during the interview stage.**

1. Minimum qualification of Primary Honours degree in Sports Science, Human Movement or Physical Education	Shortlisting Stage
2. A recognised professional certification in athletic development or strength and conditioning.	Shortlisting Stage
3. At least 3 years' full-time experience of working as a person responsible for the	Shortlisting Stage



physical development of athletes/players/teams or a strength and conditioning coach in a sporting environment	
4. Good knowledge and experience in the full use of Microsoft Office software including strong knowledge on Word, Excel and PowerPoint.	Shortlisting Stage
5. Hold a current full driving licence which is valid for use in the UK & Ireland and have access to a car on appointment. This criterion will be waived in the case of applicants whose disability prohibits driving but who have access to a form of transport approved by the Association which will permit them to carry out the duties of the post.	Shortlisting Stage
6. A verifiable record of programme design and delivery of physical development programmes for adolescent and adult athletes/players in a team based environment.	Interview Stage
7. An understanding of training science and data management as these pertain to current physical development practices in high performance sport.	Interview Stage
8. Excellent communication and presentation skills (verbal and written), strong negotiating and influencing skills with ability to work in high pressurised situations and deadlines.	Interview Stage



## Section 2: Desirable Criteria

Desirable criteria will only be used where it is necessary to introduce additional job-related criteria to ensure recruitment files are manageable. You should therefore make it clear on your application form how you meet the desirable criteria. Failure to do so may result in you not being shortlisted.

1. A post-graduate qualification in one of the following areas:
  - Sports Science;
  - Athletic Development,
  - Strength and Conditioning; and
  - Sports Coaching.
2. At least two year's proven experience of developing and implementing programmes within a GAA environment (or a similar sporting organisation) aimed supporting athletes/players and teams to improve their sporting performance.
3. Demonstrable experience of monitoring on team and individual athletic development and preparing and sharing reports to inform planning and decision-making.
4. Demonstrable experience of operating within a High-Performance environment as part of a multi-disciplinary team.

### **Vetting**

As part of the Recruitment and Selection process, it will be necessary for Antrim County Board to carry out an enhanced check through Access NI before any appointment to this post can be confirmed.

*Canvassing either directly or indirectly will be an absolute disqualification for appointment.*

*The GAA is an Equal Opportunities Employer.*