

Job Description

Swim Ireland Head of Performance Analysis

RESPONSIBLE TO:	National Performance Director, and on National Hub (Dublin) matters, the National Head Coach (Swimming)
RESPONSIBLE FOR:	Relevant contracted or employed Sports Science/Sports Medicine (SSSM) practitioners
MEMBER OF:	Swim Ireland Performance Senior Leadership Team (SLT) Swim Ireland Extended Performance Team
HOURS OF WORK:	Such hours as necessary to carry out your duties. This will involve a minimum of 39 hours per week and may include working outside normal office hours at evenings, weekends and on Public Holidays
LOCATION:	Sport Ireland Campus in Dublin, including the Swim Ireland Head Office in Sport HQ, the Sport Ireland Institute (SII) and the National Aquatic Centre (NAC) and, on occasions, any other location at which it is necessary for Swim Ireland Performance delivery to take place, including locations both within and outside of Ireland, as directed by the National Performance Director
STRATEGIC LINKS:	National Head Coach (Swimming) National Head Coach (Diving) Head of Physical Preparation Head Coach of National Centre (Limerick) Performance Manager

The Head of Performance Analysis will contribute to the achievement of Swim Ireland's Performance aims, objectives and targets through the following:

KEY RESPONSIBILITIES:

1. Management & Leadership

- a. Along with the National Performance Director, drive and deliver the '2021-2024 Performance Plan' leading into the LEN European Championships (50m), the FINA World Championships (50m) and the Olympic Games within each respective Olympic cycle
- b. Mentor contracted Swim Ireland SSSM practitioners
- c. Work harmoniously with staff members of the Sport Ireland Campus, the NAC, the Sport Ireland Institute and the Sport Northern Ireland Sports Institute and support in the management of these key relationships
- d. Reporting to the National Head Coach (Swimming) and National Head Coach (Diving), assist in driving a multi-disciplinary team in relation to the National Hub (Dublin) and National Teams
- e. Work cooperatively with the National Head Coach (Swimming) and National Head Coach (Diving) to establish Sports Science and Sports Medicine (SSSM) requirements for National Squad and National Hub/Centre athletes and, in conjunction with the Head of Physical Preparation, liaise with service providers to ensure appropriate delivery, reporting and monitoring in the Daily Performance Environment (DPE)
- f. Encourage the development of SSSM practitioners involved with the programme, including advising on individually appropriate CPD activity
- g. Support the National Performance Director in the delivery of National/Regional Performance related membership interactions/interventions and other similar initiatives when required

2. National Hub (Dublin)

- a. In conjunction with the Head of Physical Preparation, ensure that SSSM services required for National Hub (Dublin) athletes are procured and delivered by suitably qualified, experienced and able practitioners

- b. In association with the National Hub (Dublin) coaches, manage and monitor the progress of all athletes across the National Hub (Dublin) programme
- c. In the case of any absence (illness, holiday or professional duties away from the programme) ensure that adequate professional cover is in place
- d. Support the completion of athlete tests and the submission of such results and/or the submission any information/report writing as required for those National Centre (Dublin) athletes who are on Swim Ireland National programmes
- e. Fully support National Hub (Dublin) athletes prior to, during and post international selection (meets and camps) and prepare any necessary and relevant information or reports in advance of such activities with optimum athlete performance in mind. Liaise effectively with the athlete/s in question and the National Head Coach (Swimming) at all times during this process
- f. Attend all required domestic and/or international preparation meets with National Centre (Dublin) athletes
- g. Support the National Head Coach (Swimming) in the concept of the National Hub (Dublin) as a hub for Performance education through an open-door policy

3. National Centre (Limerick) and National Centre (Bangor)

- a. In association with the Head of Physical Performance, support the National Centre (Limerick) and National Centre (Bangor) Head Coaches in ensuring that the SSSM services required for their Performance/Performance Pathway athletes are procured and delivered by suitably qualified, experienced and able practitioners

4. National Team (Swimming & Diving)

- a. Operate as a Performance Analyst at the senior summer benchmark swimming meets and at other international swimming meets/camps on the Swim Ireland Performance calendar unless alternative arrangements are agreed and/or required by the National Head Coach (Swimming)
- b. Assist the Performance SLT in selecting all necessary National Team staff on a season-by-season basis

5. National Squad (Swimming & Diving)

- a. Support the National Performance Director in appointing additional practitioners to work with the National Squad Performance athletes
- b. In association with the Performance SLT, plan and prepare for National Squad camps and team activities
- c. In association with the Performance SLT, manage and monitor the progress of all athletes through the National Squad programme

6. Performance & Data Analysis (General)

- a. Lead and manage the development and implementation of Swim Ireland's Performance Data Strategy that addresses the needs of coaches, practitioners and the wider Performance programme
- b. Support the management and delivery of the following data strategy themes:
 - Driving efficient Performance Data Infrastructure and Tools
 - Developing Performance Data skillsets and capabilities within the programme
 - Enhancing data analytics to provide Performance insight
 Identify opportunities to streamline the collection, storage and analysis of Performance Data, working in partnership with practitioners and external suppliers where appropriate to continuously implement improvements
- c.

7. Sport Ireland Institute & Sport Northern Ireland Sports Institute

- a. In association with the National Head Coach (Swimming) and National Head Coach (Diving), work alongside the Head of Physical Performance in liaising effectively and professionally with the Sport Ireland Institute and the Sport Northern Ireland Sports Institute in developing a fit for purpose memorandum of understanding for SSSM services to and for the National (Hub) Dublin, National Squad and/or National Team athletes as required and agreed by the National Performance Director
- b. In association with the National Head Coach (Swimming) and National Head Coach (Diving), lead on ensuring that SSSM services required for National (Hub) Dublin, National Squad and/or National Team athletes are procured (via the Sport Ireland Institute where practical and feasible) and delivered by suitably qualified, experienced and able practitioners

8. Partnership Liaison & Networking

- a. Liaise with the National Performance Director to produce reports for Swim Ireland PR colleagues for relevant media channels (external media, company website and company social media) following relevant meets, camps and/or individual achievements
- b. Support the National Performance Director in strengthening the relationships with the Olympic Federation of Ireland, Sport Ireland, Sport Northern Ireland and other key partners
- c. Liaise effectively and proactively with both internal and external support-service providers in relation to the health, well-being and welfare of National Squad, National Team and/or National Centre athletes
- d. Adhere to existing policies and contribute to the development of organisational and operational frameworks and processes that deliver a high level of duty of care to athletes and drive adherence to Swim Ireland's principles of athlete/staff welfare and well-being
- e. Assist (when required) in the recruitment of candidates to be employed within the Performance programme
- f. Support colleagues who have a lead role in the instigation, development, promotion and progression of a National Hub based skill and technical clinic programme for Swim Ireland athletes who are external to the National Hub programme, in association with the Performance Manager
- g. Support colleagues who have a lead role in the organisation, promotion and development of a coach, parent and/or athlete education programme through National Hub based clinics, seminars, workshops and camps, in association with the Performance Manager
- h. Lead in the organisation, promotion, delivery and development of a swimming and/or diving specific SSSM education programme for athletes, parents/families, coaches and/or National Hub support staff, in association with the Performance Manager

9. Miscellaneous

- a. Take part in Performance Review arrangements made by Swim Ireland on a bi-annual basis
- b. Attend all necessary Swim Ireland meetings as requested by the National Performance Director
- c. Report information to the National Performance Director as requested from time to time
- d. Maintain a recognized qualification/s in Performance and/or Data Analysis through all necessary and required ongoing professional development
- e. Drive a personal performance development plan, actively identifying new areas for learning and committing to a culture of continual improvement
- f. Where required, support the National Performance Director in liaising with key funding and support agencies such as Sport Ireland and Sport Northern Ireland, the Sport Ireland Institute, the Sport Northern Ireland Sport Institute and the Olympic Federation of Ireland
- g. Contribute to the swimming element of the Sport Ireland Carding system and Sport Northern Ireland athlete investment scheme extant at that time, working with the National Performance Director to manage all requirements of these programmes to maximise the support of such identified athletes
- h. Work cooperatively with Swim Ireland staff, primary partners and sponsors to support marketing and promotional activities and media requirements
- i. Any other reasonable duties as required by the National Performance Director

This job description is not to be regarded as exclusive or exhaustive; it is to be seen as enabling rather than restrictive and will be subject to regular review. It is intended as an outline indication of the areas of activity and will be amended in light of the changing needs of the Performance Programme and/or Swim Ireland

September 2021