

Job Description

Swim Ireland Regional Pathway Development Coach (Munster & Connacht)

RESPONSIBLE TO:	National Performance Pathway Manager
MEMBER OF:	Swim Ireland Extended Performance Team Regional Performance Pathway Advisory Group
LOCATION:	The Regional Pathway Development Coach will work remotely around their designated geographic area of responsibility and can utilise office space both at home and in the UL Sport Pool Office on the University of Limerick Campus as required by the National Performance Pathway Manager
STRATEGIC LINKS:	Regional Management Committee Chairs Regional Performance Pathway Advisory Group Chairs National Performance Director National Head Coach (Swimming) Head Coach of the National Centre (Limerick) Regional Pathway Development Coaches in the other Regions Regional Support Officer within their own Region/s

ROLE SUMMARY

The Regional Pathway Development Coach will be responsible for managing all aspects of the Swim Ireland Development Pathway within the Region/s. The goal of the role is to oversee and ensure the best possible Development Pathway delivery and coaching within Club programmes within the Region/s by working in conjunction with Clubs, coaches and associated volunteers to ensure that opportunities and experiences for athletes exist for them to progress, thrive and reach their full potential.

The Regional Pathway Development Coach will have a roving role within the Region/s. They will agree a fully budgeted work plan with the National Performance Pathway Manager in terms of Club and coach visits within the Region/s. The plan will consider how to have maximum impact on Clubs and coaches working at Development Pathway level and will not include Clubs or Coaches which/who fall directly under the remit of the National Performance Director or the National Performance Pathway Manager. Maximising time spent travelling to particular parts of the Region/s will be key in ensuring that leadership, guidance, advice and mentoring initiatives are as widely disseminated as possible.

The Regional Pathway Development Coach will contribute to the achievement of Swim Ireland's Development and Performance Pathway aims, objectives and targets through the following:

KEY RESPONSIBILITIES

- 1. Leadership & Mentoring**
 - a. Manage the delivery of a systematic and evidenced-based athlete Development Pathway in the context of Swim Ireland's Performance Plan resulting in an oversupply of athletes making the required benchmarks at Performance Pathway level
 - b. Support the work of the Regional Performance Pathway Advisory Group in line with the Performance Plan
 - c. Enable accentuated coaching, training and focused competition incentives within the Region/s
 - d. Foster closer working partnerships with Regional coaching programmes to define the strategic and technical framework of a seamless Development Pathway, reaching from Regional activity through to the Performance Programme and visiting athletes, coaches and programmes on a regular basis as agreed by the National Performance Pathway Manager
 - e. Define and implement a framework that effectively and accurately measures the impact of the Development Pathway reaching from Club and Regional level activity through to the Performance Pathway Programme

- f. Operate as a member of the Performance Extended Performance Team, ensuring trends, gap analysis and technical input is continually considered and that intelligence and insights at Development level is continually cascaded down the Development Pathway through a suite of effective solutions
- g. In association with the Regional Support Officer, work with Clubs, their coaches, and volunteers to enable them to become more proficient environments in which athletes can develop
- h. Create a clear vision of success and clarity of purpose which builds a positive Development environment and a culture of achievement within Clubs and the Region/s as a whole
- i. Provide coaching support to the Development Club coaches operating within the Region/s from which an environment and culture of achievement can be cultivated and progressed
- j. Foster strong relationships between Clubs and schools where relevant and applicable within the Region/s

2. Tracking & Monitoring

- a. Working with the National Performance Pathway Manager, utilize a system that captures the key development markers of athletes, coaches and clubs progressing through to Performance Pathway level. Utilise this information to understand and communicate to the wider sport the discriminating factors that predict success at a Performance Pathway and Performance levels
- b. In association with the National Performance Pathway Manager, undertake discrete research projects that provide a greater evidence-base to understanding the improvements required to allow Development athletes to reach their full potential
- c. Design and implement Regional benchmarking practices that allow Club, coach, and athlete progression to be objectively quantified
- d. Work in partnership with the National Performance Pathway Manager to develop and validate swimming specific talent profiles
- e. Work with coaches within the Region/s to develop fit for purpose programmes and plans around talented athletes

4. Regional Alignment

- a. Support the Regional Management Committee to develop and deliver a Regional Development Plan, linked to the Swim Ireland Performance Plan
- b. In collaboration with the National Performance Pathway Manager and Regional Support Officers, establish and monitor a network of Development Pathway Clubs
- c. Submit Regional Development updates to the National Performance Pathway Manager for presentation to the Performance SLT and the Regional Management Committee as required
- d. Work closely with the National Performance Pathway Manager to ensure that the Club/Coach Intervention strategy is aligned with the Swim Ireland Performance Plan
- e. In association with the National Performance Pathway Manager, work in partnership with the Head Coaches and Club Chairs of Regional Development Pathway Clubs to monitor and evaluate such programmes
- f. Assist the Regional Performance Pathway Advisory Group in the organisation of the Regional competition programme as agreed with National Performance Director
- g. Attend relevant domestic competitions within an agreed annual programme
- h. Establish links with internal/external partners to support the swimming development of the Region/s
- i. Work with the National Performance Pathway Manager to implement the Swim Ireland Ethical Framework into higher performing clubs in Ireland
- j. Facilitate a closer alignment between Performance activity and Regional activity, with a consistency of approach, terminology and culture
- k. Actively publish and disseminate relevant findings and/or insights which can assist key stakeholders operating on the Development Pathway

5. Regional Squad Programme

- a. In association with the National Performance Pathway Manager and the other Regional Pathway Development Coaches, agree a seasonal Regional Squad programme that responds to the benchmark domestic meet of that season and the needs of the athletes at each of the identified levels
- b. In association with the National Performance Pathway Manager, appoint additional coaches and practitioners to work with the Regional Squad athletes

- c. In conjunction with the Regional Management Committee, agree financial support and an annual budget for the Regional Squad Programme
- d. In association with the National Performance Pathway Manager, plan and prepare for Regional Squad camps and activities
- e. In association with the National Performance Pathway Manager, plan and prepare a curriculum and programme of development/education for Regional Squad athletes and coaches
- f. Assist the National Performance Pathway Manager in managing and monitoring the progress of all athletes through the Regional Squad programme
- g. Liaise efficiently and proactively with the Regional Management Committee, the Performance Manager, the Regional Administrator (if in post), the National Performance Pathway Manager and other key stakeholders in relation to domestic, welfare and pastoral arrangements for meets/camps, including risk assessment, accommodation, transport bookings, meals, chaperones, drivers and other such necessary arrangements
- h. Direct coaching and leadership of Regional Squad sessions as agreed with the National Performance Pathway Manager
- i. Work as a Head Coach or Team Leader on Regional representative teams, as agreed by the National Performance Pathway Manager and the Regional Management Committee and/or as a Coach on Swim Ireland National Teams, as agreed by the National Performance Director

6. Implementation of the Development Pathway

- a. Monitor the development of individual coaching plans for Regional Coaches and Clubs, regularly reviewing progress against targets and actively supporting resourcing action plans where weaknesses become evident
- b. Attend, contribute to and provide regular reports at appropriate meetings associated with the programme
- c. Planning, implementation and delivery of support at identified training camps and competitions

7. Club Cluster Development Plan

- a. In collaboration with the National Performance Pathway Manager, other Regional Pathway Development Coaches, and the Regional Support Officer, implement the Regional Swimming Club Cluster Development Plan
- b. Work in partnership with the Regional Support Officers to maximise participation from the registered Swim Ireland Clubs
- c. Create and deliver clinics to coaches, and athletes and parents
- d. Monitor the impact of the Club Cluster Plan and carry out a quarterly review with each Cluster
- e. Work with the Regional Support Officers to carry out regular check-in meetings with each Cluster to provide updates, and explore challenges and opportunities for collaborative working
- f. Evolve the Club Cluster Development Plan to support athletes, coaches and parents operating further up the Pathway

8. Athlete Development Framework

- a. In collaboration with key members of the Performance SLT and the other Regional Pathway Development Coaches, develop and publish a National Athlete Development Framework that defines the skills, competencies, relationships, and environments required at each stage of the Pathway to increase the probability of success
- b. Work in partnership with other Swim Ireland Departments to ensure alignment and understanding throughout the company
- c. Create and launch content that supports clubs and coaches to implement the framework
- d. With the support of the Regional Support Officers, work in association with clubs and coaches to implement the Framework

9. National Centre Athlete Support Programmes

- a. Plan, prepare and deliver the coaching of sessions for the Athlete Support Programme (ASP) in the National Centre (Limerick) as agreed with the National Performance Director

- b. Prepare in advance and distribute written coaching sessions/schedules for ASP athletes in the National Centre (Limerick) where the post holder is not present
- c. In the case of any coaching absence (illness, holiday or professional duties away from the ASP Programme) ensure that adequate coaching cover is in place
- d. Lead on the concept of the ASP Programme in the National Centre (Limerick) as a hub for Performance education through an open-door policy
- e. Use such methods as necessary to promote National Hub/Centre swimming and the opportunities which exist within National Hubs/Centres for talented athletes

10. 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 Level 3 Swimming Coach qualification (or international equivalent) through compliance with the Swim Ireland Coach Licensing scheme
- e. Work within the rules of professional confidentiality; liaise with athletes, parents, academic institutions, coaches, Clubs and other support staff as appropriate
- f. Drive a personal performance development plan, actively identifying new areas for learning and committing to a culture of continual improvement
- g. 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
- 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 and/or National Performance Pathway Manager

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