



Vacancy – Irish Judo Association Performance Manager

Organisation:	Irish Judo Association
Contract Length:	January 2025 – September 2028
Salary:	€45,000
Application closing date:	25th November 2024 – 12.00 noon

Job Title - Performance Manager

Job Purpose & Key Responsibilities

The Performance Manager is responsible for the overall strategic delivery of the IJA 2020-28 Performance Strategy “Fighting Forward”. The role is to lead and direct the IJA High Performance and National Squad Programmes, and to achieve player qualification and medal winning success at significant international competitions including the IJF World Tour, European Championships, World Championships and Olympic Games in line with the targets agreed with Sport Ireland.

The Performance Manager will work closely with all support partners to implement a multi-dimensional support programme, incorporating experts in the delivery of sport science and medical support to ensure the optimum needs of the athletes are met.

The Performance Manager is responsible to the IJA President and will periodically update the IJA Board and present a report at the Irish Judo Association AGM on Performance.

The Performance Manager will have immediate responsibility for the design, delivery, monitoring, and review of:

- The IJA LA Olympic Programme. From January 2025 through to September 2028 this will include overall strategic and delivery responsibility including a leadership role for Judo at the LA Olympic Games and the OFI & SI Olympic Review process.
- SI High Performance funding submissions for 2024-25, 2025-26, 2026-27, 2027-28
- SI International Carding Scheme application for 2024-25, 2025-26, 2026-27, 2027-28

From Q1 of 2025 the Performance Manager will assume responsibility for:

- Strategic Responsibility for the IJA Performance Pathway
- Management of the IJA National Performance Coaches
- Delivery for 2028 Olympic Programme



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The IJA Performance Manager will establish a Performance Vision and Provide Strategic Direction through:

- Being the advocate for change by creating and driving a world class environment and medal winning culture through the building of strong relationships with all stakeholders including technical, management and administrative staff, personal coaches, and expert support personnel.
- Taking responsibility for the management of all programme staff and be involved in the recruitment process.
- Having strategic responsibility for the personal development programmes of all HP Athletes, coaching and support staff involved with the High-Performance Programmes.
- Working closely with Sport Ireland High Performance Unit and IJA High Performance Committee to set challenging, but realistic targets and establish the operational plan and resources necessary to meet the agreed targets. This will include among others:
 - ✓ The model of preparation and competition
 - ✓ Squad structures
 - ✓ Selection standards
 - ✓ Selection policies for squads and events
 - ✓ Performer reviews
 - ✓ Activity plans for training camps, competitions, control events, etc
 - ✓ Budget control, planning and reporting

Ensure strategic provision for national performance development systems and that there is a seamless development pathway.

Ensure that the elite players are following their development programmes and are within the correct periodisation cycles to ensure optimum performance at the targeted events and competitions.

Organisational Management

- Review, manage and refine the Olympic strategy and derive an annual operational plan and detailed budgets for the High-Performance Programme in consultation with the IJA High-Performance Committee.
- Ensure the development and maintenance of an athlete monitoring system.
- Produce and submit all High-Performance related Sport Ireland funding applications and maintain compliant reporting systems as agreed with Sport Ireland.
- Devise, lead and direct an expert and innovative sports science and medicine support structure to enhance athlete performances including a close working relationship with the SI Institute.
- Establish robust tools for monitoring the effectiveness of all aspects of the High-Performance Programme.
- Ensure that all aspects of the plan meet best practice in the areas of ethics, child protection, welfare and health and safety.
- Ensure that the IJA Anti-Doping Policy is fully accepted and integrated by all those involved in the High-Performance and National Squad Programme.

Relationships

- Be prominent on the world stage to ensure that good relationships with the International Judo Federation and other national federations are achieved in support of the Programme goals.



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- Report to the IJA High Performance Committee on all strategic aspects of the High-Performance Plan and gain IJA Board approval for implementation, along with similar reporting to Sport Ireland on the targets planned and results achieved.
- Develop and maintain strong relationships with key external stakeholders, who are contributing to the key objectives of assisting athletes' qualification and to win medals at IJF World Tour, European Championships, World Championships and Olympic Games.
- Work to achieve a sport specific profile at all levels via media opportunities and attendance at competitions.
- Uphold the core values of the Irish Judo Association at all times.
- Positively promote the position of the IJA as the national governing body for Judo at all times.
- Maximise the resources of the IJA High Performance budget at all times.

This job description is not regarded as exclusive or exhaustive as there may be other duties and requirements commensurate with the post which the incumbent may be required to perform.

Responsible to: IJA President

Responsible for: IJA National Performance Coaching Staff

PERSON SPECIFICATION

The Association is looking to recruit an individual with proven world class experience to lead our high-performance programme through to the next Olympiad. Applicants should have considerable experience in senior management and in leading high-performance programmes and have a strong knowledge of planning and delivering programmes within a sport related organisation. The successful applicant will have a sound knowledge of talent development strategy and performance pathway development and the elements of sports science principles together with the ability to work with partner agencies and the broad range of individuals that will be involved in building a highly structured performance pathway.

Education and qualifications

- Degree, professional qualification or relevant previous experience in a related field

Knowledge & Experience

- Has experience of supporting and managing high-performance programmes at international level.
- Thorough understanding and appreciation of world class standards in senior high-performance sporting environments.
- Comprehensive understanding of coaching, sports science and medicine, international competition, and performance pathways.
- The ability to deliver performance workshops and presentations.

Skills and abilities

- Highly developed managerial and administrative skills.



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- Can establish a performance vision and provide strategic direction & demonstrable ability to build organisational talent.
- Highly developed ability to manage change.
- Developing strategic relationships & can assess situations quickly and accurately to take decisive action.
- Highly developed communication skills & ability to work as part of an effective team.
- Creative problem solver & strong planning and organising.
- Is a self-aware practitioner & ability to empower others & ability to be flexible.
- Can assimilate and respond to different cultural situations.
- Computer literacy – adept in Microsoft Word, Excel & PowerPoint.
- Ability to manage a budget.
- Ability to manage a team.

EMPLOYMENT DETAILS AND BENEFITS

Job Title: Performance Manager

Starting Salary: €45,000

Reports to: IJA President

Tenure: January 2025 to September 2028, subject to continued Sport Ireland funding

Period of notice: 1 month

Hours of Work: Normal hours of work are those hours necessary to fulfil the requirements of this position to the satisfaction of the Association. A minimum 25 hours a week is required with flexible options to be agreed.

Holiday Entitlement: The annual holiday entitlement will be 15 days per annum not including Irish Bank Holidays.



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Application Process:

Candidates should submit a cover letter together with their curriculum vitae and details of two Referees to: Ms. Sylvia O'Flynn, President Irish Judo Association by email only to: sylvia.oflynn@irishjudoassociation.ie

Interviews will be held during the week starting 2nd of December 2024. The role will commence in January 2025 following successful appointment.

Appointment of candidate will be made subject to satisfactory:

- Copies of Qualifications
- Garda Vetting/Access NI Vetting/Overseas Police Clearance
- Child Safeguarding Awareness (Safeguarding 1 or equivalent)
- Reference Checking Procedures
- Current valid driving licence