



JOB DESCRIPTION

JOB TITLE	Head of Olympic Performance Support
SALARY	£63,352- £71,354
GRADE	CS Steps 1-5
HOURS	Full time - 1.0 FTE (37 hours per week) – We are open to applications on a flexible basis, including part time and job share considerations
LOCATION	This role is flexible and can be based at any UKSI site.

ROLE SUMMARY

The Head of Olympic Performance Support (HoOPS) plays a critical role in steering the work to deliver the UKSI Performance Planning strategy. As we enter the Paris and Los Angeles planning phase for the Olympic Games, we will continue to evolve our understanding of performance support, starting with structured and embedded performance planning that optimises the value of investment; employing world-leading innovation, and driving a culture of excellence in our day-to-day delivery across 10 disciplines. Our approach to our work encompasses our values of excellence, innovation, collaboration and care in particular in focussing on 'how we win'.

Reporting to the Director of Performance Support and Science but working with other leaders across the UKSI on this cross cutting strategy, the HoOPS leads on the delivery of the Performance Planning strategy with specific focus on the Olympic sport elements. This involves leading on key priorities of the strategy building and maintaining strong relationships with sports and supporting Performance Directors with the management of UKSI Heads of Performance Support (HoPS).

The UKSI's Performance Planning strategy is at the centre of the UKSI future strategy and aims to enable all Olympic and Paralympic sports to pursue excellence in performance planning and high-performing team working, that is connected to and highly valued by coaches. It was through this strategy that 26 HoPS were recruited and embedded in sports at the beginning of the Tokyo cycle to have a critical strategic impact on the science and medicine capability of each sport's Senior Leadership Team, and to provide better alignment between What It Takes To Win (WITTW) and Performance Support team working.

Looking forward we will enable strategic excellence in sports' performance planning through increasing the system's capability in this area and the development of resources to support sports. The UKSI will develop a world-leading model of high performing teams working in sport and support sports to deliver this framework. Sports' performance plans will form the basis of the UKSI partnerships with them to allow better alignment of support and effective use of resource to enable athletes and sports to excel.

This role works closely with the equivalent Head of Paralympic Performance Support. It plays a key role in the organisational leadership of the HoPS community who are either UKSI or National Governing Body (NGB) employed. All HoPS are directly line managed by their respective World Class Programme Performance Directors and for those who are UKSI employed, the Head of Olympic Performance Support acts as the UKSI prime internal point of liaison for Performance Directors to ensure that HoPS have access to appropriate support and leadership as UKSI employees.



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KEY RESPONSIBILITIES

- Support the management of and act as primary UKSI point of contact for the UKSI Olympic sport HoPS.
- Be the UKSI lead contact for all Olympic HoPS for HoPS employed within Sports.
- As part of the Performance Planning Leadership Team, provide strong leadership to everyone working within the team and support the ongoing development and evolution of the strategy.
- Working in partnership with the Head of Paralympic Performance Support lead the implementation of the Performance Planning Strategy.
- Lead, alongside the Performance Planning Leadership Team, the development of the HoPS as a community and network, ensuring that the team grow, learn and develop together maximising the collective impact of this critical role.
- Develop and maintain strong and influential partnership relationships with key leaders across the system (particularly Performance Directors) ensuring that the Performance Planning Strategy is aligned to sport and athlete needs.
- Act as the initial operational point of contact for the BOA.
- Work across the system to support the development of and increased capability in performance planning skills including the development of associated tools and work
- Support the development of an effective engagement model to optimise UKSI engagements with sports.
- Embed equality, diversity and inclusion values and principles in all ways of working and in the delivery of the Performance Planning Strategy.

REPORTING STRUCTURE

REPORTS TO

DIRECT REPORTS

BUDGET ACCOUNTABILITY

Director of Performance Support and Science
UKSI Heads of Performance Support
Yes

KEY RELATIONSHIPS

- Senior leaders in sports – particularly Performance Directors
- People in the UK Sport Performance department – in particular Performance Advisors
- Head of Paralympic Performance Support
- British Olympic Association
- UKSI Human Performance Leads, Athlete Health Leads and Performance Innovation Leads



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PERSON SPECIFICATION – HEAD OF OLYMPIC PERFORMANCE SUPPORT

COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
Qualifications		
A Post-Graduate qualification, or equivalent experience, within Sport Science, Medicine, Coaching or a related field	Desirable	Application
Qualification or recognised training in leadership and management (or commitment to further development)	Desirable	Application
Experience		
Experience of strategic performance planning	Essential	Interview
Able to demonstrate management and leadership skills and evidence decision making and critical thinking	Essential	Application/Interview
Extensive and in-depth understanding of High Performance sports and Olympic performance systems	Essential	Application/Interview
The ability to lead, support, manage and motivate individuals and teams	Essential	Application/Interview
Experience of working a complex stakeholder environment	Essential	Application/Interview
Knowledge		
Knowledge of Olympic and Paralympic sport or another multi-discipline large scale sport	Desirable	Interview
Embedding equality, diversity and inclusion values and principles in all ways of working and in the delivery of the Performance Planning Strategy	Essential	Interview
A broad understanding of all aspects of technical performance solutions (coaching, science, medicine and technology)	Essential	Interview
Skills and Abilities		
Excellent communication, presentation and influencing skills both written and oral that can motivate behavioural change and have a positive impact on performance	Essential	Interview
Strong ability to quickly build networks and relationships	Essential	Interview
Able to manage a high pressure workload and those of colleagues and to work and thrive in the High Performance environment	Essential	Interview
Project management capability	Desirable	Interview
Excellent critical thinking and decision making skills working with others with wide ranging views to solve constructively multi-dimensional problems	Essential	Interview
Able to work under pressure and to balance conflicting demands and tight deadlines.	Essential	Interview
Self aware with an open consultative style and optimistic approach	Essential	Interview



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COMPETENCY AREA	ESSENTIAL / DESIRABLE	ASSESSED BY
Effectively and intelligently question in order to creatively explore challenges and collectively solve constructively multi-dimensional problems	Essential	Interview
Personal integrity and the ability to invoke trust and respect from others	Essential	Interview

Other Considerations

NB:All UKSI employees are expected to engage with and support training and professional development in anti-doping i.e. UKAD Accredited Advisor Certification, Safeguarding and GDPR. Employees are also expected to show commitment to promoting and supporting equality, diversity, and safeguarding within sport

END OF JOB DESCRIPTION

