

# UKSI Director of Performance Services

**RECRUITMENT PACK**

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# A WELCOME FROM THE UKSI INTERIM CHAIR



## **Thank you for your interest in joining the UK Sport and Institute Group as Director of Performance Services.**

This is an incredibly exciting time to consider joining the UK Sports Institute as, in partnership with the National Governing Bodies of sport, we are embarking on a significant change programme to execute a new strategy for Olympic and Paralympic system performance support to drive competitive advantage for British athletes. To maximise the delivery of this new strategy, we are seeking a system leader to join our Senior Leadership Team as Director of Performance Services.

This is a transformational role designed to catalyse Great Britain's competitive edge on the road to LA 2028, French Alps 2030 and Brisbane 2032. You will convene and oversee an elite network of world-leading experts, thought leaders, and innovators, bridging the gap between cutting-edge technology and podium-ready performance. By leading internal teams across human sciences, engineering, apparel, and data-driven innovation, you will ensure our athletes and coaches have access to the world's most advanced kit and strategic support exactly when it matters most.

This position is about more than managing resources; it is about connectivity and collective intelligence. You will lead a dedicated group of experts who work in the heart of our sporting programmes to identify critical needs and deploy rapid-response solutions. Your mission is to break down silos across the British high-performance network, ensuring that the immense expertise within individual sports is shared and amplified for the benefit of the entire system. If you are ready to shape the next era of Olympic and Paralympic success and lead a team that turns marginal gains into historic milestones, this is the role of a lifetime.



**Rachel  
Baillache**  
**Interim Chair**  
UK Sports  
Institute

# ABOUT THE ROLE

**The British Olympic and Paralympic family are looking for an outstanding leader to join them as Director of Performance Services for the UK Sports Institute (UKSI).**

The UKSI purpose is to drive competitive advantage through world leading innovation and expertise, adding tangible performance value to Olympic and Paralympic athletes, coaches and programmes.

The Director of Performance Services will lead a diverse, multi-disciplinary portfolio spanning performance innovation, technical expertise, technology, performance data, and health and human sciences. They will play a pivotal role in shaping and delivering the UK Performance Services Strategy in partnership with UK Sport, NGBs, Home Nation Institutes, the BOA, BPA and BEAA.

The postholder will ensure the delivery of world-leading, evidence-based performance services that provide clear competitive advantage, while offering strong executive leadership through system change, heightened scrutiny and the unique pressures of the Games environment. As a visible champion of athlete-centred practice, inclusion, governance and assurance, they will represent the organisation with authority at Board level, across the high-performance system and on the international stage



# ABOUT THE PERSON

We are looking for an experienced executive leader with a strong record of translating strategy into delivery at scale. You will bring direct experience from Olympic or Paralympic high-performance programmes and will likely have experience of leading in major competition Environments (Oly/Para or professional sport).

You hold credibility across performance innovation, technical expertise, health and human sciences and other technical domains, supported by your ability to influence senior leaders and navigate complex stakeholder systems.

You exercise sound judgement, leading innovation while upholding rigorous clinical, ethical and performance governance.

Your leadership style blends challenge, care and accountability. You build trust, set high standards and enable individuals and teams to perform at their best

As part of the UK Sport and Institute Group you will sit at the heart of the UK high performance sport system, you will need personal and professional credibility with our partners and sports, being visible in their environments and developing deep relationships with the performance directors in sports and maintaining real 'customer focus' to drive competitive advantage and provide specialist services and expertise that raise the standard of athlete support, in areas that sports are unable to deliver effectively themselves.



# JOB DESCRIPTION



## Role Summary:

The Director of Performance Services is one of three Executive Directors that, with the Managing Director, make up the Senior Leadership Team at the UKSI.

This is a critical role in leading the execution of the UKSI's responsibilities within the UK Performance Support Strategy.

The UKSI's specific responsibility is to:

- Drive competitive advantage through world leading innovation and expertise, adding tangible performance value to (funded) Olympic and Paralympic athletes, coaches and programmes.
- Provide specialist services and expertise that raise the standard of athlete support, in areas that sports are unable to deliver effectively themselves.

This role involves leading and being accountable for the Performance Services functions of the organisation, including World Leading Expert Advisory support, and highly impactful innovation projects and strategic programmes.

As a member of the Senior Leadership Team, responsibility will also include:

- Maximising the opportunities of being part of the UK Sport & Institute Group.
- Working in partnership with National Governing Bodies, the Home Country Sports Institutes and other key stakeholders to enable system wide execution of the UK Performance Support Strategy.

All leaders in the UKSI are expected to champion equality, diversity and inclusion in their teams and across the organisation. In addition, the SLT are expected to contribute directly to the creation of the annual Diversity and Inclusion Action Plan (DIAP)

# JOB DESCRIPTION



## Key responsibilities:

- Along with members of the UKSI SLT, lead the UKSI through change and drive a culture of excellence in technical and service delivery to sports.
- Lead the delivery of the UK Performance Support Strategy and Performance Services function which meets the needs of sports; through world leading expert advisory support and innovation projects.
- Using an array of measures, demonstrate performance impact and value for money achieved by Performance Services, reporting on a quarterly, annual, and quadrennial basis.
- As Director, ensure that the approach to Performance Services remains future focused, exploiting an approach to futurology which secures a competitive advantage for the UK and enables a broader range of champions.
- Deliver services (eg: technology, engineering, performance data, health and human sciences) which are accessible and simple to navigate for all sports; and which operate in an agile and responsive manner.
- Work closely with members of the UK Sport Performance and People Leadership team to ensure strategically aligned delivery and impact.
- Maximise leveraging expertise across the system and external networks for the betterment of the UK system, including the development of people (L&D).
- Co-design and deliver an integrated approach to learning and development with UK Sport, which enables UKSI expertise and knowledge to be harnessed in order to develop the practice of others across the system.
- Effective management of budgets and reporting in line with a strategically aligned Annual Operating Plan with clear performance measures.
- Build, exploit and develop external partnerships that enable applied athlete support research opportunities and performance threat solutions.
- Establish a robust system approach to clinical governance, which drives assurance.

# JOB DESCRIPTION



## Key responsibilities:

- Identify and leverage expertise from across the whole community
- Proactively seek opportunities to connect across UKSI and UKS to leverage expertise, enabling a responsive and agile system performance support offer which minimises duplication and maximises impact.
- Champion and visibly role model inclusive behaviours, driving progress across UKSI's EDI strategy through authentic leadership, accountability and continuous improvement.
- Lead the approach to designing performance support plans, projects and innovation to enable a more diverse athlete cohort of the future.

## Key relationships:

- UKSI Senior Leadership Team and Board
- UKS DoPP and Performance Heads
- NGB Performance Directors & HoPS
- The BEAA
- Head Coaches
- The BOA
- The BPA
- Evolving network of external contacts and third-party innovation partners

# JOB DESCRIPTION



**Job Title:**

Director of Performance Services UK Sports Institute (UKSI)

**Salary**

Competitive

**Hours:**

Full time

**Location:**

Flexible/ National (Any UKSI site) will require travel to other UKSI sites and London

**Reports to:**

Managing Director

**Responsible for:**

Performance Services Operations  
Lead, Head of Technology  
Engineering & Data, Head of Health and Human Services

**Budget Responsibility:**

Accountability for the Performance Service Budget

# PERSON SPECIFICATION



As Director of Performance Services, you will bring deep commitment to Olympic and Paralympic sport and a clear belief in the power of world-class performance support to unlock competitive advantage. You understand that success in high-performance environments is built on uncompromising standards, precise execution and the consistent pursuit of excellence. You recognise that athletes can only achieve extraordinary things when surrounded by a support system that is expert, agile and fully aligned on what matters most.

You will have significant senior-level experience translating strategy into delivery at scale, with a strong track record of impact in elite performance environments. You will have operated within Olympic or Paralympic programmes—ideally across multiple cycles—and played a meaningful leadership role in major competition environments such as Games or World Championships. You bring credibility across performance innovation, technical expertise, health and human sciences and other technical domains and you are comfortable discussing performance and athlete-health solutions with world-leading experts, practitioners and performance leaders.

Your leadership will be defined by your ability to influence at the highest level—building trust quickly, shaping thinking, and working confidently with your colleagues in UKSI and UKS as well as Performance Directors, coaches, practitioners and multi-disciplinary teams. You will have demonstrated sound judgement in balancing innovation with robust clinical, ethical and performance governance, ensuring athlete welfare and performance integrity remain at the core of decisions. You understand how to identify performance threats, mitigate risk, measure impact and ensure value for money across complex delivery systems.

# PERSON SPECIFICATION



You will be skilled in leading specialist and practitioner teams, creating high-performing environments and fostering a culture that blends challenge, care and accountability. You will be adept at working across organisational boundaries, collaborating with internal and external partners—including Home Nation Institutes, BEAA, BOA, BPA, UKS Accredited Elite Training Environments and universities—to leverage expertise and capacity in pursuit of performance excellence.

You will bring a personal commitment to continuous professional development, fairness, equality, safety and responsible practice. You will champion inclusion and play an active role in ensuring the practitioner workforce better reflects both the athlete community and wider society. You will be willing and able to work flexibly, including irregular hours and travel across the UK network, recognising the demands of supporting athletes and teams through the full performance cycle.

We welcome applications from candidates of all backgrounds and particularly encourage interest from people with ethnically diverse backgrounds, disabled people and those with long-term health conditions, as we work to ensure our workforce is more representative of the society we serve.

This role requires a DBS check.

This job description should be seen as enabling rather than restrictive and will be subject to regular review.

# TIMELINE & HOW TO APPLY



5 <sup>th</sup> May	Adverts Live
31 <sup>st</sup> May	Closing date
10 <sup>th</sup> - 11 <sup>th</sup> June	First interview phase
1 <sup>st</sup> - 2 <sup>nd</sup> July	Second interview phase

To apply, please complete the online application form via Recruitment+ with your CV, Statement answer and your 5 minute video by **31<sup>st</sup> May 2026**.