



Job Description

Job title	Performance Advisor
Responsible to	Assistant Director Sport System Strategy and Services

Job purpose

This is a role that works on the “frontline” of the high pressured, elite sport environment. You will provide performance focused support to enable partners to continually learn and improve. In a target driven world, you will have the confidence, skill and discipline to maintain the focus on the processes which will deliver the outcomes.

You will work with the relationship manager team, the institute leads and others to identify the improvement areas that will make the biggest difference, in the priority investment areas of performance and succeed, and intervene accordingly.

You will support our partners to be able to explore, articulate and solve current and future performance challenges and opportunities. Your role with any one partner will be time bound and transient; you will be exceptional at quickly building high quality relationships, based on trust, with the strength to withstand significant challenges and differences of opinion.

Acting as a critical friend to, and a strong and respected influence on, our partners you will drive the performance leads’ forum to achieve transformational change in our approach to athlete development, both within sports and through collaboration across the sector.

Main duties

- Lead and inspire partners to take an ethical, holistic approach to athlete development. Assimilate, promote and utilize better evidence in this area
- Develop excellent, trusted relationships using appropriate interpersonal styles and communication methods with partners in order to support and challenge strategic ambitions and drive transformational change
- Support partners to be able to identify, articulate and solve well-defined performance challenges and opportunities and to explore future performance challenges and opportunities
- Be comfortable to manage the tensions that arise from disagreement and strong differences of opinion. Have the confidence to explore the underlying issues to help people understand and respect each other's perspectives
- Drive the effective integration and cross-functioning of Welsh and UK level national governing bodies, the English Institute of Sport Performance Pathway Team, the UK Sport Performance Directorate and other relevant partners
- Inform and support colleagues from across Sport Wales in developing key learning, policy recommendations and resource implications in the priority investment areas of performance and succeed, through intelligence gathered from working with partners
- Make appropriate use of different types of evidence, data and insight to support operational decision making and inform strategic direction. Support partners to understand and respond to their insight need
- In conjunction with the institute leads, manage the delivery and effective integration of science and medicine services within partners in order to achieve maximum impact against Sport Wales's strategic priorities
- Fulfil responsibilities which contribute to delivering an exemplary service for Sport Wales in respect of our statutory duties, including Well-being of Future Generations (Wales), Equality, Information Security, Risk Management, Safeguarding, Financial Regulation and Health, Safety & Environment.
- Work flexibly, performing any other duties as required, where relevant to the post and appropriate to the grade.

Sport Wales' values

Our approach to enabling sport in Wales to thrive is evolving. We are committed to continually challenging ourselves to:

Learn Together

Constantly exploring, testing and reviewing

Deliver Together

Sharing outcomes, nurturing open and honest relationships, providing robust feedback, constantly improving performance

Celebrate Together

Recognising our shared successes through effective partners

By:

Acting with Integrity

Understanding and Respecting each other's culture and values. Promoting equality and diversity

Adding Value

Ensuring the optimum mix of support, challenge, investment, skills and expertise to achieve our shared outcomes.

Encouraging Innovation

Welcoming new ideas and approaches and supporting ambition and fresh thinking. Not being afraid to feel uncomfortable.

Person specification

	Essential Requirements	Desirable Requirements
Education:	Degree level education (or equivalent) Evidence of professional development in the area of leadership and management	Degree in a sports science, medicine, coaching or pedagogy discipline
Experience:	Relationship management experience including influencing leadership teams, partner strategies and approaches Experience of supporting partners to understand and articulate the challenges and opportunities available to them An understanding of person centred approaches and an appreciation of how these might be applied in an athlete development environment Knowledge of a variety of practice in equality, diversity and inclusion and an ability to generate ideas that can lead to measurable change	Experience of high-performance sports systems and environments both within Wales and across the UK Experience of working in the sports sector and in performance programmes as a coach, practitioner, leader or manager Knowledge and understanding of the needs of those working with current world class athletes and those preparing athletes for future world class success Evidence of decision making based on learning, evaluation of evidence and risk
Skills, Aptitudes & Abilities:	Leads and inspires others, earning respect from colleagues and partners and building strong relationships to influence continuous improvement and drive change	Bilingual or multilingual skills Able to consider best deployment of budgets and people against competing strategic priorities

	<p>Dedicated to learning and to supporting others to learn – a focus on improvement not on ‘getting it right’</p> <p>An understanding of complexity, able to deal with a range of often complex situations and be comfortable with not always having the solution</p> <p>Able to translate strategic intent into operational delivery and initiate projects, track and review progress, and implement learnings for optimal impact</p> <p>Highly skilled at giving and receiving feedback with the courage to act with integrity at all times</p> <p>Able to adjust quickly when priorities change and adapt to pressured situations executing good control</p> <p>Promotes knowledge sharing within and beyond their own team</p> <p>Able to communicate persuasively and with influence at a senior level verbally and in writing</p>	<p>Understands the essential components of high performing teams and can build these using effective leadership skills</p>
<p>Special Circumstances</p>	<p>Able to work flexibly including out of normal office hours</p> <p>Able to travel as required</p> <p>An energetic, driven and personable style with the credibility and profile to ensure the confidence and respect of partners</p>	