



Job Description

Job Title

Performance Lifestyle Practitioner

Responsible to

Performance Lifestyle Lead

Job purpose

This is an exceptional opportunity for an experienced individual to deliver Performance Lifestyle support to identified athletes, coaches and sport system partners to enable and deliver against Sport Wales' new vision and strategic priorities through working as part of an inter-disciplinary team whilst also complimenting the objectives of each sport.

Main duties

This role will provide the delivery of Performance Lifestyle services to identified athletes, coaches and sports to improve performance through working as part of a multi-disciplinary team and developing, implementing and evaluating Performance Lifestyle services in line and complimentary to the objectives of the sports and the Sport Wales strategy.

1. Work collaboratively with Performance Directors, coaches, parents, the wider multi-disciplinary team and other key stakeholders to deliver a high-quality Performance Lifestyle service. The priority areas will be (but not limited to):
 - Supporting the development of performance behaviours e.g. organisation, communication, independence, decision making, self-awareness etc.
 - Educating and supporting athletes to make effective performance-driven decisions as they develop along their performance pathway
 - Working in partnership with athlete and high-performance stakeholders to support and encourage a culture that delivers performance and responsibly cares for its people
 - Promoting the importance and impact of athletes creating broader identities and interests beyond their sport

Performance Lifestyle Practitioner

Last Reviewed: September 2020

- Managing change and key transition periods, including relocation, education and progression through the performance pathway
 - Providing education, advice and support around planning for and managing the optimal balance for conflicting demands e.g. from education, employment, family, financial etc.
 - Focusing on athlete personal development and developing lifelong transferrable skills
 - Proactively engaging athletes in future life planning and career development
 - Providing proactive exit support for athletes leaving performance programmes
2. Conduct lifestyle profiling and review
 3. Develop tools and resources to assist effective performance lifestyle management
 4. Develop effective relationships with educational establishments, employers and other stakeholders which are solution-focused to ensure that athletes have the flexibility and support needed to meet their training and performance requirements
 5. Attend, contribute to and provide regular updates at appropriate meetings with Institute colleagues, sports and key stakeholders
 6. Liaise with GB practitioners and HCSIs to deliver a collaborative approach to Performance Lifestyle services across the UK
 7. Maintain a comprehensive, indexed and secure database of work conducted with athletes and coaches, including detailed records of work done with individual athletes
 8. Ensure that Performance Lifestyle support is delivered and developed in line with Sport Wales' Strategy and relevant national strategies and impact is monitored and evaluated in accordance with NGB protocols
 9. Work within the rules of the UK and NGB Professional Codes of Conduct, standards and guidelines and, where appropriate, the Sport Wales host agency
 10. Act as the primary Sport Wales' Performance Lifestyle contact and provide a person-first support service
 11. Take a strategic approach to develop an impactful Performance Lifestyle service
 12. Design and deliver individual and group Performance Lifestyle coaching sessions to priority athletes which support performance demands, their holistic development and welfare
 13. Ensure identified athletes receive appropriate and timely support to adopt a performance-focused approach and effectively manage the balance between sporting and non-sporting commitments

This list is not to be regarded as exclusive or exhaustive as there may be other duties and responsibilities which Sports Wales may require the post-holder to perform from time to time in the implementation of its policies.

This role involves training and working with and/or being in sole charge of children, young people and/or vulnerable groups. The successful applicant will therefore be required to apply for a disclosure from the Disclosure and Barring Service (DBS).

- 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:	Educated to Degree level (or equivalent) in sports management, sports science or a discipline relevant to the management and personal development of high performing individuals; or significant experience of education systems or elite sporting systems from an athlete or coaching perspective.	Higher degree level (or equivalent) in sports management, sports science, or a discipline relevant to the management and personal development of high performing individuals Professional coaching and mentoring qualification (level 7 equivalent) and/or individual

		<p>accreditation (i.e. ILM, EMCC or ICF).</p> <p>Talented Athlete Lifestyle Support Qualification Mental Health First Aid Training or any relevant Mental Health qualifications UKAD Accredited Advisor Certificate</p>
Experience:	<p>Typically 2+ years delivery of on-going Performance Lifestyle support to athletes and coaches within a high performance environment</p> <p>Significant and demonstrable exposure to high performance athletes' challenges and the experience and credibility to facilitate performance impacting solutions</p> <p>Experience in contributing to the design, content, delivery and evaluation of training and development interventions</p> <p>Experience of supporting personal development of individuals through coaching and mentoring Experience in providing education and career management development advice and guidance</p> <p>A verifiable record of working within a multi-disciplinary team in the delivery of support services in a high-performance environment</p> <p>Experience of developing and implementing innovative ideas and putting them into practice, including working in an applied and integrated manner</p> <p>Provided support to at least one NGB program</p> <p>Provided support within an inter-disciplinary team</p> <p>Experience of supporting young athletes and their parents</p>	<p>Provided support within a multi-sport environment</p> <p>Experience in the development of educational resources and programs</p> <p>Experience of working in a professional team or Sports Institute setting</p>
Skills, Aptitudes & Abilities:	<p>Understanding of the needs and pressures of elite athletes in a high-performance training environment and at high priority competitions</p> <p>Knowledge and understanding of the needs of those working with current medal winning athletes and those preparing athletes for future success at major games</p>	<p>Strives to identify and develop innovative approaches to working at each level within the performance pathway</p> <p>Demonstrates a flexible approach towards athletes and coaches and can provide feedback and communicates</p>

A thorough understanding of appropriate Performance Lifestyle support and lifestyle issues relevant to high performance sport

Good understanding of how UK secondary, further and higher educational establishments operate

Understanding of the principles of effective planning, goal-setting and time management

Understanding of the dynamics of working with other practitioners and the specific interface between Performance Lifestyle and Performance Psychology

Knowledge and awareness of Athlete Support Personnel roles and responsibilities under the World Anti-Doping Code

Coaching and mentoring skills, which demonstrate both curiosity and high-level questioning skills

Listens, clarifies and understands the needs of others

Has excellent communication and presentation skills; effectively and confidently communicates in a style most relevant to the target audience

Skilled in building and maintaining productive relationships with support staff, athletes and coaches within the training and competition environment

High level of self-awareness and emotional intelligence

Able to build trust quickly and acts in a way which gives others confidence in you

Proven ability to work autonomously, hold self and others accountable for standards of performance and proactively seek support and guidance from others

in a format to best suit the athletes and coaches

An interest in sport and recognition of the importance of promoting and supporting equality, safeguarding and anti-doping within sport

Having the willingness to engage with and support continuous professional development in anti-doping, i.e. UKAD Accredited Advisor Certification

Ability to communicate in Welsh, both written and spoken

Is confident, proactive and possesses intermediate or advanced skills and knowledge of Microsoft Word, Outlook, Excel and PowerPoint

	<p>Has confidence and credibility to operate at a senior level including strong influencing, negotiation and facilitation skills</p> <p>Is highly motivated with a passion for high performance sport</p> <p>Proven ability to cope effectively with pace, adjust quickly when priorities change and adapt to pressured situations</p> <p>Demonstrates commitment to own learning and continuous improvement of self and others through planning training and promoting continued professional development</p> <p>Can effectively organise, manage and prioritise workload when faced with multiple demands on time</p> <p>Proven ability to set goals, plan and monitor project progress, review, adapt and ensure activities are evaluated for impact</p> <p>An understanding of the various sports science and sports medicine disciplines</p>	
Other	<p>Able to Work autonomously, organise own work and effectively plan, schedule and prioritise tasks</p> <p>Cope effectively with pace, adjust quickly when priorities change and adapt to pressured situations</p> <p>Handle confidential data and information sensitively</p> <p>Have a good working knowledge of IT programs including powerpoint, word, excel</p> <p>Influencing/negotiating skills</p> <p>Good administrative skills</p> <p>Good team player</p> <p>Flexible approach to working hours</p>	