

**JOB TITLE:** WCP Endurance Performance Lead

**LOCATION:** Home Worker, hybrid working. Requirement to travel nationally and internally.

**BUSINESS UNIT:** Performance

**REPORTS TO:** Olympic Head Coach

**DIRECT REPORTS:** TBC

**BUDGET RESPONSIBILITY:** Endurance

**PURPOSE:**

To lead and manage the World Class Programme's (WCP) offer and support for endurance athletes and their coaches.

**KEY RESPONSIBILITIES:**

- On behalf of the WCP, lead the development of the WCP Endurance strategy.
- Manage the implementation of overall WCP endurance support and performance strategy that includes competitions, training camps, coaching and sport science and medicine support.
- Lead the preparation and planning for endurance events at championship and major games, working collaboratively with the team leader.
- Be the lead Engagement Lead for WCP endurance athletes and coaches and manage the team of Engagement lead supporting endurance athletes.
- Ensure the WCP has clear individual athlete plans, maintains a record of them, and aligns the WCP's efforts towards supporting those plans. Collaborate with the Head of Performance Support to ensure athlete support is appropriate and effectively implemented.
- Stay informed on athlete progress to ensure alignment with goals. Collaborate with lead support staff and facilitate engagement between athletes/coaches and support teams, ensuring access, communication, and effective implementation of projects and interventions addressing issues, risks, and performance needs.
- Lead the athlete review processes for endurance.
- Manage recruitment of event specific support and team coaching as required.
- Act as Endurance Team Coach at championships as required.
- Collaborate with the WCP Head Coach establish clear WCP priorities.
- Collaborate with Head of Performance Pathway and UKA Endurance Strategy Manager to ensure alignment and connectivity of pathway support and programme delivery.
- Lead on the development and ongoing refinement of What it Takes to Win (WITTW) for endurance events.
- Participate in selection panels and reviews for Championships and WCP.
- Prepare championship and WCP selection information
- Maintain oversight of budget allocated to endurance camps and athlete support

Version	Date	Input by	Update by	Status
2	25.1.22	T Yule	R Knibbs	Archive
3	3.11.23	T Ryan	R Knibbs	Archive
4	21.11.24	P Dunn, T Yule	R Knibbs	Active

### **ADDITIONAL RESPONSIBILITIES:**

- To undertake any further duties which may from time to time be required of the post holder and are commensurate with the responsibilities of the post.
- The role does not require any direct coaching of athletes, however, the postholder may be required to assist in coaching tasks in training environments as required. Additionally, the post holder should not be a personal coach to athletes.

### **WORKING RELATIONSHIPS:**

- Performance Director/Olympic Head Coach.
- UKA Head of Endurance Strategy.
- Head of Performance Support.
- Head of Performance – Business and Operations.
- Head of Performance Pathway.
- Head of Therapy and Medical Services
- WCP Operations team
- Athletes on WCP and their Coaches.
- Employed and volunteer Coaches.
- All UKA Staff.
- Applicable UKSI and Home Nations support staff.
- Media.
- Sponsors.
- Other 'Heads of' and event lead and Engagement lead roles.

### **KNOWLEDGE & SKILLS:**

#### Experience:

- Experience of working with senior endurance athletes at Olympic and World Championship level. (E)
- Experience in managing high-performance environments, particularly during competitions and under pressure (E)
- Experience of working with and supporting individual athlete-coaches pairs. (D)
- Experience in collating and analysing data performance sports data to inform decision-making (E)
- Experience of leading and managing teams. (E)
- Experience of building coaching systems (D)
- Experience of managing and prioritising budgets. (D)

#### Specific Skills:

- Strong communication skills both verbal and written (E)
- Strong leadership and decision making abilities to drive team performance and performance outcomes (E)
- Comprehensive understanding of coaching, sport science, and athlete support systems, with the ability to integrate them effectively to enhance athletics performance programmes (E)
- Detailed knowledge and understanding of national and international athletics. (E)
- Ability to build and maintain effective working relationships with internal and external stakeholders. (E)
- Ability to plan, implement, manage and balance a complex programme of work within agreed timelines. (E)

#### Education/Qualifications:

- Degree level qualification. (D)
- Recognised Athletics coaching qualification. (E)

Key: E – essential requirement; D - desirable requirement.

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## EMPLOYMENT BENEFITS:

<b>JOB TITLE</b>	WCP Endurance Performance Lead
<b>SALARY BAND</b>	Salary to be commensurate with experience and qualifications
<b>CONTRACT STATUS</b>	Permanent
<b>ANNUAL PAID HOLIDAY</b>	33 days (includes 8 Statutory Bank Holidays)
<b>HOURS</b>	35 hours per week as required on an all-hours' basis
<b>OTHER BENEFITS</b>	<ul style="list-style-type: none"><li>• Membership to Group Personal Pension Plan. Company contribution level 5%, personal contribution level 3%.</li><li>• Free private medical care with option of covering family members (after successful probationary period).</li><li>• Life Insurance.</li><li>• Employee Assistance Programme.</li></ul>
<b>NOTICE PERIOD</b>	12 weeks

**NB:** This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity you will be required to work in and with consultation can be amended in light of the changing needs of the organisation.

## EQUALITY, DIVERSITY & INCLUSION:

At UK Athletics we pride ourselves on the nation's favorite Olympic and Paralympic sport with passionate and dedicated athletes and employees. We are committed to creating a diverse and inclusive environment '**where everyone can see themselves and we see everyone**' therefore our recruitment process welcomes suitably qualified and eligible candidates irrespective of their race, sex, religion or belief, sexual orientation, disability, age, and other protected status to reflect the diversity of our sport.

UK Athletics is proud to be a **Disability Confident Leader** and will guarantee an interview to any candidate with a disability who meets the minimum job criteria, as well as signatories of the **Race at Work Charter**.

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