



Commonwealth Games Wales (CGW)

Job description:

Role: Performance General Team Manager (GTM)

Salary: Voluntary

Hours: Part time with time commitment increasing closer to Games

Reporting to: CEO of CGW

Location: Wales and Birmingham

Closing date: 26th July 2019

Email CV and covering letter to: cjenkins@teamwales.cymru

THE COMMONWEALTH GAMES

The Commonwealth Games is a multinational, multi-sport event. Held every four years, it involves the elite athletes of the Commonwealth of Nations. Attendance at the Commonwealth Games is typically around 6500 athletes and officials.

The first Games, then known as the British Empire Games, were held in 1930 in Hamilton, Ontario, in Canada. The name changed to British Empire and Commonwealth Games in 1954, to British Commonwealth Games in 1970 and to the current name of the Commonwealth Games in 1974.

71 teams participate in the Games from Commonwealth Countries.

Only six teams have attended every Commonwealth Games: Australia, Canada, England, New Zealand, Scotland and Wales.

The next Commonwealth Games is in Birmingham 2022

THE VALUE OF THE COMMONWEALTH GAMES

The Games may be famously friendly, but competition is high. For some non-Olympic sports, they are the pinnacle. Medals are prized very highly by those who win them and over the years there have been many iconic performances.

The Games play a vital part in the cycle of competition and the athlete's development pathway. They provide experience of major international competition in a multi-sport environment. People learn how to handle themselves. They relish the opportunity to win medals, and 'learning how to win' is a key development experience. For athletes and coaches the Commonwealth Games are a vital stepping stone to the next Olympic Games. For team management and support staff (including doctors, physiotherapists and psychologists) they are great training for what is to come.

Context and purpose of the role

Support lead for Team Wales' elite sports' men and women – Birmingham 2022

Performance GTM reports to the CEO and will work closely with the Commonwealth Games Wales' senior team, NGB's Performance Director's/Leads, as well as maintaining an extensive network of external contacts. The CEO has overall executive responsibility for success games delivery, reporting directly to CGW board.

The main purpose of the role is to drive and coordinate the delivery of performance support to Team Wales both ahead of and during Birmingham 22. CGW and the NGBs attending Birmingham have adopted a new model of support for the team allowing for continuity and a seamless transition from pre-games to games time for athlete support services. The Performance GTM will work with CGW senior team and NGB's Performance Leads to initially gauge the size of the support staff, work with CGW on the logistics of this support team and assist in managing and maximising team support services to the team. The breadth of performance services includes sport science, medicine and well-being) to athletes, coaches and other team members. The role has planning, logistical and managerial components as CGW supports NGBs improve team performance at Games time.

The Performance GTM will work with partners, including Sport Wales Institute, CGW's partner, USW and NGBs partners to support and raise support standards in science, medicine and athlete well-being.

As this is a new role for CGW, there will be a review at the end of the first six months and, also, at the end of the first year. These reviews will combine a probationary appraisal for the successful candidate and a review of the job description.

General Responsibilities

- Liaise with all Performance Leads (PL) and assist in planning the athlete and team support staff for Birmingham
- Work closely with CGW senior team to maximize the level of support given constraints such as accreditation numbers, venue and village access, and budget. Not all staff can or will need to work or be housed in the Village
- Liaise with Sport Wales, USW and any other partner and provider of support to the team
- Co-ordinate logistics and plans for support staff, including, access, availability, accommodation, transfer of accreditation dates and cover for down-time
- Support PLs in ensuring maximum efficiency of support staff, including sharing of staff
- Ensure that performance support services are delivered to a high standard

- Assist CGW senior team and PLs in ensuring that support is available during preparation camps in the lead up to the Games
- Assist in planning and scoping the recovery area, possibly in the village. Assist CGW in sourcing equipment from the recovery area working closely with partners. Provide leadership and line management to sport-science, medical and wellbeing practitioners
- Ensure effective integration of sport-science, medical and wellbeing team members
- Proactively manage, deliver and develop a coordinated and comprehensive performance focused service which includes, promoting and driving the implementation of innovative and evidence-based services tailored to the needs of athletes and sports.
- Ensure that the Medical support team, monitor, collect and evaluate information relating to injury and deliver appropriate preventative strategies together with the means of monitoring and evaluating these measures.
- Ensure excellent communication with coaches, athletes, CGW and appropriate members of performance services.
- Promote an environment and culture that supports performance services as an integral component of high performance by leading workshops and other events designed to inform and educate coaches, PL's and other relevant persons leading up to Birmingham 2022
- Attend relevant courses and training days
- Comply with data protection regulations and athlete confidentiality
- Comply with all relevant standards and guidelines, including the HCSI professional code and UKAD guidelines.
- Comply with Commonwealth Games Wales and CGF guidelines.

PERSON SPECIFICATION

- Experienced in delivering or managing performance services to a Commonwealth Games or at a high level to a sport
- A comprehensive understanding of the medical, scientific and wellbeing support needs for High Performance athletes
- Proven experience of supporting and leading the development of a sustainable High-Performance culture
- Engaging, personable, and an understanding of the need to adapt personal style to the relevant audience
- Impeccable personal integrity with a clear commitment to maintaining professional standards maintains confidences at all times.
- A self-starter, proactive with a high level of initiative and sound judgement.
- Strong work ethic and prepared to take ownership of work outputs.
- Excellent attention to detail.
- Flexible and reliable.
- Comfortable working as part of both a small and large team, with a focus on support, advice and the delivery of performance focused results.
- Commitment to continuous quality improvement.
- Willingness to support other colleagues as a member of a close-knit team when workloads need to be hard to ensure deadlines are met.

COMPETENCIES

Technical Competence

- Demonstrates the range of experience and skills relevant to the role
- Keeps abreast with new trends in the sector
- Seeks and applies new learning to achieve results
- Actively works to continuously improve performance

Results Orientated

- Can be counted on to exceed goals
- Steadfastly pushes others and self for results
- Sets and delivers on priorities

Relationship Management

- Able to build rapport with ease with a diverse range of people
- Can be trusted to act with honesty and integrity
- Can deliver messages with diplomacy and tact. Knows how to get things done in a complex world

Teamwork

- Supportive of other colleagues to achieve common objectives
- Fosters open dialogue
- Assists to create strong moral and spirit in team
- Ability to work irregular and unsociable hours

Communication

- Effective oral and written communication skills
- Demonstrates active listening and fosters open dialogue
- Able to influence and persuade