

## Head of Talent – British Ski & Snowboard

British Ski and Snowboard has recently established the ambition to be a *'Top 5 ski and snowboard nation and podium competitive in all disciplines by 2030.'* As part of our new ambition and long term strategy we are now looking for a Head of Talent to design and lead our performance pathways across all Olympic disciplines. Reporting directly to the Performance Director and working towards the newly established mission and vision of British Ski and Snowboard, The Head of Talent will have the unique opportunity to define, own and drive the performance pathway strategy in snowsport athlete development.

### **JOB ROLE / PURPOSE:**

Will be to help define, own and drive the strategy for identification, confirmation and development of snowsports athletes within an aligned British Ski & Snowboard performance pathway.

Foster and lead close working partnerships with Home Nation Programmes.

Conceptualise and deliver an international scouting system that proactively locates, engages and monitors emerging talent for the British Ski and Snowboard Programmes, from snowsports athletes currently residing outside of the UK.

Design and work with the discipline specific Pathway Managers to deploy a National tracking, benchmarking and monitoring system that captures the key development markers of identified athletes from Home Nation level progressing through to British Ski and Snowboard programmes.

Undertake discrete research projects (retrospective or real-time) that provide a greater evidence-base to further enhance snowsports talent identification, confirmation and development.

As a member of the Performance Leadership Team play a lead role in delivering the necessary culture change and work towards the ambitions of British Ski and Snowboard.

Where appropriate, undertake innovative, specialist projects to fill critical talent gaps identified in the performance pipeline (talent transfer).

Work closely with UK Sport, and Home Nation organisations to achieve alignment in snowsport athlete development.

In collaboration with key members of the World Class staff and Home Nations' Performance leads, develop and publish a National Curriculum of Performance Development for snowsports athletes.

In collaboration with key members of the World Class staff and Home Nations, facilitate the development and implementation of a KPI framework that quantifies the impact of the performance pathway reaching from Home Nation through to WC Podium membership.

Develop all selection policies relating to the World Class Development Programme and influence and

align Home Nation selection models.

Sit as a voting member on the selection committees of all age group related GB activities including but not limited to World Junior Championships, European Youth Olympic Games.

### **KNOWLEDGE, SKILLS AND EXPERIENCE**

A background and recent experience of operating in elite sport and a thorough working knowledge of the current UK high performance sporting landscape.

Proven experience in the recruitment, development and transition of talented athletes within a sports environment.

A comprehensive understanding of age appropriate coaching and sport science and medicine as it relates to athlete identification, confirmation and development including talent transfer.

Demonstrated collaborative style and political understanding in working positively and in partnership with differing cultures and key stakeholders.

An in depth understanding of the key requirements of an effective talent pathway.

Demonstrated ability to analyse the effectiveness of talent pathways and technical interventions to increase the engagement and retention of athletes within it.

Experience in performance modelling and in the use, development and management of performance data to inform decision making.

Excellent presentation, communication and influencing skills to have a positive impact on performance.

Ability to work effectively with colleagues both within British Ski and Snowboard and from other national governing bodies of sport and Home Nation organisations.

### **Employment Details**

Salary : £45-55k dependent on experience

Location : Home based with UK and foreign travel

Contract : Permanent

Notice Period : 3 Months

Please send CV and covering letter outlining why you feel you are the right person to join our ambitious organisation to Sophie Morrison at British Ski and Snowboard ([Sophie.Morrison@teambss.org](mailto:Sophie.Morrison@teambss.org)). Applications close 30th June at 1700hrs. BSS is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, workers, office holders, volunteers, participants or members (together "Stakeholders")

are unlawfully discriminated against because of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the "Protected Characteristics").



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