



# Committee Role Descriptions

**Title:** High Performance Manager

**Overview:** Manchester Chargers are the premier Touch club in the North West and our goal is to grow and sustain the sport. Our focus is to develop the game, grow participation and help more people to play Touch, more often.

**Role purpose:** The role of the High Performance Manager is to:

- Lead and implement strategies and plans to ensure the sustained success of the club at the elite club level.
- Lead the coaches, ensuring that the input and contributions of all members and stakeholders is utilised to inform high performance strategy
- Work with the committee to identify, advertise and allocate men's, women's, development and junior sub-committee team development roles
- Provide support and direction to sub-committee team development roles
- Ensure the on-going development of all the clubs 'elite athletes and coaches.
- Devise selection and TID policies
- Oversee the setting of goals for all Chargers teams and review on/off field performances along with input from the committee
- Review coaching systems/methodology and evaluate to achieve continuous improvement

**Experience:** Experience of successful performance achievements at elite level in a playing or coaching capacity; experience in planning, organisation and implementing a comprehensive high-performance coaching programme for club athletes; and knowledge of leading trends in coaching. Coaching qualifications or equivalent coaching or playing experience at elite level is desirable.

**Length of term:** Elected by Voting Members at AGM for a 1 year term.

**Touch Calendar:** The Touch calendar is cyclical, with key tournaments taking place over spring and summer with more focus on strategic planning over autumn and winter.



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## Required Skills and Experience:

Person specification	E	D
Ability to build and lead teams and attain excellence from players & coaches	X	
Proven ability to develop, implement and evaluate coaching plans	X	
Ability to apply the principles of coaching, personnel management, programme management, sports science, medicine and technology within a HP environment	X	
Well-developed interpersonal, verbal and written communication skills	X	
Self-motivated and able to work independently and as part of a team	X	
Demonstrated success in managing individual differences and group dynamics		X
Highly motivated and target-orientated with a passion for achieving elite success	X	
Ability to evaluate and improve policies/procedures with a problem solving approach		X
Ability to manage volunteers	X	
Excellent knowledge of the sport of Touch	X	

## Scope of job/key elements:

Main Duties and Job Accountabilities	Measures and Input Required
To be responsible for setting standards of a high performance culture within the club	<ul style="list-style-type: none"> <li>• Lead and manage High Performance team</li> <li>• Plan the HP campaign plan for next season and consider long-term strategy</li> <li>• Create, maintain and develop plans for the centralised HP programme</li> <li>• Ensure that the athlete program incorporates leading technical, physical and mental components of preparation</li> <li>• Manage the clubs coaching network and options</li> <li>• Develop, oversee and ensure compliance to the selection policy when teams are selected and announced</li> <li>• Ensure appropriate feedback to athletes is provided</li> <li>• Ensure the direction and planning for talent identification and junior development occurs</li> </ul>
Strategic development and review	<ul style="list-style-type: none"> <li>• Contribute to the formal evaluation of the on-field and off-field performances of the clubs' elite team(s);</li> <li>• Provide feedback to assist and identify opportunities for improvement of the elite and development programs.</li> </ul>
Manage the high-performance team	<ul style="list-style-type: none"> <li>• Lead a collaborative, high performance environment which elicits optimal input from coaches to ensure sustainable success</li> <li>• Monitor and evaluate coaching performance, including supporting professional development initiatives and providing mentoring newer coaches</li> <li>• Manage relevant high performance communication.</li> </ul>