



GAA County Performance/Talent Development Lead, Fermanagh GAA

Cumann Lúthchleas Gael is Ireland's leading sporting and cultural organisation with membership approaching one million people and in excess of 500,000 playing participants at all levels. Inspired by its amateur status and supported by the voluntary efforts of all its members, the GAA devotes its entire resources to the development of Gaelic Games and Culture nationally and in local communities.

The GAA, in conjunction with Ulster GAA and Fermanagh GAA, are now welcoming applications for the role of GAA Performance/Talent Development Lead in County Fermanagh.

Reports/Accountable to: The County Performance/Talent Development Lead reports to the County Head of Games Development. In addition, they will work closely with the County Officers, including the County Chairperson, Secretary/CEO, and Games Development Committee to implement the games development programmes in the County.

Role Summary

The role of the County Performance Lead will be to operate within a national approach aligned to both the Gaelic Games Player and Coach Pathways. This person will lead the delivery of a National Strategy to improve the quality, coherence, and consistency of player and coach development in the county.

The role holder shall be required to work 39 hours per week, which will include weekends and evenings when required, and the hours may vary depending on seasonal changes.

Principle Accountabilities include but are not limited to:

Strategic Management

- With the County Head of Games and County Coaching and Games Committee lead, manage and monitor the delivery of the county's player development strategy to improve the quality, coherence and consistency for player and coach development and sports science supports to enhance player welfare to include; recruitment of coaches/specialists, data collection, management and reporting, reviewing and feedback, annual reporting, and budget management Strategy Development
- Support the County Head of Games the County Coaching and Games Development Committee in determining the allocation of resources and investment in relation to county participation and retention activities;
- In conjunction with the County Head of Games develop an annual plan to support the implementation of the county talent and elite player pathways in line with Association policies;
- Work with LGFA (Ladies Gaelic Football Association) and Camogie Associations on the alignment of Sports Science supports.
- Contribute as required to the development of GAA national coaching and games strategy and associated policies related to player and coach pathways;



People Management

- With the County Head of Games lead the identification, recruitment, training of a team of people i.e. coaches, coach developers and sports science support team with the skills and experience necessary to ensure that the goals of the county talent development strategy are achieved in addition to providing advice and guidance to the County Committee on appointment of people in high-performance/elite stage of the pathway;
- Oversee and work with relevant key stakeholders in the provision and monitoring of performance support for elite talent and high-performance teams in the county as per national guidelines.
- Coordinate, supervise, and manage where necessary other county personnel as required to include the formulation of weekly/monthly work programmes with the County Head of Games
- To liaise regularly with team coaches and mentors to ensure they receive the required support and guidance;
- Lead and support a team of Coach Developers in the County as required to deliver coach development;

Leadership and Governance

- Advise and assist the County Head of Games, the County Coaching and Games Committee and County Officers with the development and implementation of a multi-annual games development plan;
- Implement, ensure adherence and contribute to the continued development of existing and future national policies, standards and practices to include; the Gaelic Games Player Pathway, the Sports Science Framework for Gaelic Games.
- Responsibility for evaluating the outcomes, effectiveness and efficiency of the Talent and Performance strands of County Games Development Plan through the use of the Activity Management System, Learning Management System, Player Monitoring System and qualitative reviews, and propose change as necessary;
- Support clubs to become self-sufficient and sustainable in the appropriate and relevant areas of sports science through, but not limited to coach education, mentoring, communities of practice, partnerships

Financial Management

- With the County Head of Games and County Treasurer support the preparation and management of the annual financial budget for the talent development pathway;
- With the County Head of Games contribute to the allocation of resources in line with national funding framework;

Player Development

- Oversee the healthy and holistic player development by supporting parents/guardians, coaches and players to consistently and appropriately apply best practice coaching principles in an integrated manner consistent with the values of Gaelic games to help players transition through the pathway;



- Responsible for monitoring players game and training load;
- Responsible for monitoring and gathering player injury data;
- Support County Officers and other personnel in developing, communicating, and ensuring the effective implementation of an appropriate talent identification and development programme.
- Lead county (club, school) in the management, coordination, and implementation of profiling of their players, including (but not limited to) technical and athletic qualities ensuring long term development is consistently advocated and players of potential are provided with opportunities to participate.
- Through engagement with schools, clubs, 3rd level colleges and talent phase managers/coaches, maintain a player monitoring system to ensure that players have appropriate development and participation opportunities to support a lifetime participation in Gaelic Games;

Coaching and Coach Development

- Recruit and support a team of Coaches and Coach Developers to execute the delivery of the coach pathway within the county for the Talent and Elite Pathways and support their transition through the pathway;
- Support, assist, and advise the County Coaching Officer in the education and mentoring of the Club Coaching Officers as they lead the support of coaches in their clubs;
- Lead the provision of appropriate Coach Development and CPD programmes for the Talent and Performance stages of the player pathway in addition to providing club coaches with sports science learning opportunities to club coaches;

Stakeholder Management

- Work closely with the relevant Coaching and Games Development Committees at County level; be a member of those Committees and provide regular reports and inputs to such meetings as necessary;
- Work effectively with all key stakeholders (National GAA, Province, County, Clubs, Schools, Third Level, etc);
- Develop, build, and maintain effective partnerships with key local internal and external stakeholders, and partners;

Other

- The Jobholder is required to work and attend evening and weekend meetings/activities in line with business needs and undertake any other such projects or duties as deemed appropriate by their manager.

Essential Criteria:

- A third-level degree in Exercise and Sports Science, Human Movement, Physical Education, or a related area (Minimum Level 7 NFQ or pending);
- Minimum Award 1 Coach Development qualification.
- Demonstrated leadership experience in sports, as well as managerial, organisational, communication, and administrative skills that facilitate a supportive environment of both growth and improvement.
- Knowledge of the technical, physical, psychological, and tactical (style of play) demands associated with Gaelic Games.



- Excellent coaching skills and experience coaching. Minimum of 3 years coaching experience in the Gaelic Games pathway.
- Excellent knowledge of player profiling and screening of athletic qualities.
- A passion for Gaelic Games and an understanding of the structures and culture of the GAA (Gaelic Athletic Association)
- High level of self-awareness and a strong self-starter with a demonstrable ability to act on own initiative

Other Requirements:

- Own car with a full clean driving license;
- Ability to work and attend evening and weekend meetings/activities in addition to normal day-to-day activities.

Please note this role is subject to AccessNI and Garda Vetting.

Candidates interested in the above role should apply by completing and submitting the application form to humanresources.ulster@gaa.ie by **4 pm, Friday 15 March 2024.**

The GAA is an equal opportunities employer.