



Performance/Talent Development Lead (Cavan GAA)

Cumann Lúthchleas Gael is Ireland's leading sporting and cultural organisation with a 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 across Ireland and overseas.

Cavan GAA, are now welcoming applications for the role of GAA County Performance/Talent Development Lead based at the Cavan GAA Offices, Kingspan Breffni, Cavan, H12 HX02

Responsible to: Head of Games Development

Hours: 39 hours per week

Location: Cavan GAA Offices, Kingspan Breffni, Cavan, H12 HX02

Job Purpose

To lead the delivery of a National Strategy to improve the quality, coherence and consistency of player and coach development in the county.

Main Areas of Responsibility

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, partners;

Essential Requirements:

- A third level degree in Exercise and Sports Science, Human Movement, Physical Education, or related area (Minimum Level 7 NFQ or pending);
- Minimum Award 1 Coach Development qualification.
- Demonstrated leadership experience in sport, 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 around 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)
- Ability to work evenings and weekends.

Desirable Skills:

- Excellent administration skills
- Proven ability to work independently or on own initiative
- Excellent interpersonal & communication skills
- Previous experience of working in the GAA or similar sporting organisation (Voluntary or Professional Capacity).

High level of self-awareness and a strong self-starter with a demonstrable ability to act on own initiative



The above list is not exhaustive and may include other related duties deemed appropriate to the post.

The nature of the job will change over time as the needs of Cavan GAA change. It is a requirement to contribute to the development of the job and to reflect changing needs. This is a high-profile post and requires a considerable degree of commitment, confidentiality and flexibility on the part of the post holder to meet quality standards and work deadlines. He/she will maintain at all times such availability, flexibility and mobility as is necessary to the pursuance of the job.

The completed application form must be returned to arrive **no later than 3pm on Wednesday 26th June 2024**

Application forms received by the Council after the deadline date and time will not be accepted.