



**VACANCY**  
**PERFORMANCE AND TECHNICAL DIRECTOR - ICE HOCKEY UK**

<b>POSITION</b>
<ul style="list-style-type: none"><li>• Performance and Technical Director - Ice Hockey UK</li></ul>
<b>CLOSING DATE FOR APPLICATIONS</b>
<ul style="list-style-type: none"><li>• Monday 27<sup>th</sup> June 2016</li></ul>
<b>INTERVIEW PERIOD</b>
<ul style="list-style-type: none"><li>• Interview dates, times and venue will be advised thereafter</li></ul>
<b>CONTACT</b>
<ul style="list-style-type: none"><li>• Please submit your application to Richard Grieveson, Chairman, IHUK - Richard.Grieveson@icehockeyuk.co.uk</li><li>• Please include a CV and a covering letter setting out how you would meet the requirements of the role</li></ul>
<b>BACKGROUND INFORMATION</b>
<p>Ice Hockey UK (IHUK) is a company limited by guarantee which operates as the national governing body for ice hockey in the United Kingdom (UK) and also for the home nations of Northern Ireland, Scotland and Wales. The English Ice Hockey Association (EIHA) and the Elite Ice Hockey League (EIHL) are Member bodies of IHUK.</p> <p>IHUK is currently progressing a major project to develop and deliver a new vision and strategy for the sport in the United Kingdom. The IHUK Board of Directors have developed ambitious objectives to raise the level and quality of the sport and critical to this is the appointment of a Performance and Technical Director (PTD) with the experience, drive and skills to lead our on ice programme to achieve the agreed objectives.</p> <p>The PTD will advise the Great Britain Programme Board in regard to strategic direction and will lead and direct our Great Britain Coaches to achieve long term, sustainable improvements and success. The postholder will provide national strategic leadership and direction for all technical, performance, elite player pathway and coach education matters.</p> <p>The PTD will work in collaboration with the IHUK Board, supporting associations, Clubs and Coaches and will provide leadership, technical insight and strategic direction for all stakeholders making a contribution to elite ice hockey in the UK.</p>



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**JOB DESCRIPTION**

<b>TITLE OF POST:</b>	IHUK Performance and Technical Director (PTD)
<b>LOCATION:</b>	United Kingdom.
<b>TENURE:</b>	MINIMUM: 3 Years (Full Time)  [Subject to the completion of a 6 month probationary period, on going 1 year extension upon review by the Chairman IHUK in conjunction with IHUK Board.
<b>SALARY PACKAGE</b>	£65,000 p/a gross (Plus Car, Laptop, Mobile Phone)
<b>HOURS:</b>	Flexible & designated by the Chairman IHUK in conjunction with IHUK Board.
<b>RESPONSIBLE TO:</b>	Chairman IHUK
<b>LIAISON WITH:</b>	GB Programme Board /IHUK Board/ EIHA/SIH/Elite League/ GB, Conference, Club Head Coaches and Management Teams.

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**MAIN DUTIES:**

The primary responsibility of this role is to provide national strategic leadership and direction for all technical, performance, elite player pathway and coach education matters. This involves establishing a National Ice Hockey curriculum with the aim of creating a succession plan for players and coaches and development of the national player pathway.

The PTD will work in collaboration with the IHUK Board, supporting associations, Clubs and Coaches.

The PTD will provide leadership, technical insight and strategic direction for all stakeholders making a contribution to elite ice hockey in the UK.



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**PRINCIPAL DUTIES AND RESPONSIBILITIES:**

**Strategic**

- 1 To provide a lead role in a technical, performance and policy sense to all stakeholders.
- 2 To ensure that best practice in talented player development is established and implemented in the UK.
- 3 To support the IHUK Board in developing and agreeing on the strategic priorities for the national programme and elite player development.
- 4 To Lead the GB Programme Board to implement the strategic priorities for the national programme and elite player development.
- 5 To recommend to the GB Programme Board, the coaches for appointment to the national programme.
- 6 To provide direction, guidance and support to all national team head coaches.
- 7 To provide direction, guidance and support to the GB Programme Board on all matters relating to the Talented Player Pathway, national team matters and international competition.
- 8 To provide advice, guidance and support, as required to all associations, UK domestic league organisations and committees.

**Technical**

1. To work with national team coaches (Senior and Junior Men's and Women's teams) in the formulation and enunciation of the technical direction of ice hockey in the UK.



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2. To establish an IHUK wide Coach Education and Coach Mentoring programme that aligns with national direction and to ensure that the programme enunciates the national technical direction and is delivered at the highest possible level of quality.
3. To provide technical leadership and a common and consistent technical direction to all stakeholders involved in the Talented Player Pathway including National Coaches, Conference and Association Coaches and Club Coaches.
4. To be a part of the recruitment and selection of national teams and to provide advice and guidance to the coaches of these teams.
5. Develop a Talented Athlete Scholarship programme.
6. Work with all Associations to develop a link between Development and High Performance programmes.

**Leadership**

1. To establish a network of volunteer technical coaches in each association who, as direct reports to the PTD, are the influences and executors of a National Technical Development Strategy and Programme.
2. To work with the National Talent Development Manager to establish and implement a talent identification programme to identify and develop the best players throughout the country as part of the GB Prospects Programme
3. To provide guidance and support to all associations in the establishment and the conduct of their talented player development programmes and to ensure that these operate consistently with the national Talented Player Pathway programme.

**NOTE:** The post holder will be subject to an annual performance development review this maybe verbal or written.



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**PERSON SPECIFICATION**

**IHUK Performance and Technical Director (PTD)**

**Education and Training**

ESSENTIAL

- Relevant professional qualifications

DESIRABLE

- Management Qualification

**Experience**

- Minimum of 3 years relevant management experience in an ice hockey organisation, with a proven record of success.
- Minimum of 3 years' experience as a Coach, demonstrating significant success on a National/ International stage
- Experience of leading the development and implementation of strategies, policies and plans directly related to service delivery / in support of service delivery across all age groups.
- Experience of establishing and maintaining effective partnership working.
- Experience of developing, applying and managing performance measures that are sustainable and robust.

**Skills and Abilities**

- Proven effective management skills that provide a supportive environment within which stakeholders can develop
- Strong interpersonal skills and abilities.



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- Ability to think strategically and develop plans, strategies and policies across a wide range of areas to meet the needs of IHUK.
- Works with partners to deliver IHUK priorities and objectives and is able to make connections and instigate action to enable their delivery.
- Skilled in the use of information and communication technology, with ability to utilise/ provide/obtain/analyse information and data.
- Effective presentation skills.
- Addresses failure to deliver and poor behaviour at first indication.
- Demonstrable experience in constructive challenge of poor practice.

**Knowledge**

- Knowledge of Elite Level / Sports Development/ Long Term Athlete Development in an Ice Hockey environment.
- Knowledge of education/mentoring/supervision of coaches.
- Knowledge of performance monitoring and evaluation of programmes.
- Significant knowledge of technical matters relevant to the field.

**Personality Factors**

- Relate appropriately to stakeholders, showing a high degree of sensitivity. Handles difficult personnel situations directly, using appropriate discretion.
- Building and sustaining positive relationships with all stakeholders. Reinforces team approach. Supports and solicits input from team members.



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- Excellent self-discipline, exhibiting good personal organisation and time management.
- Calm under pressure, responding constructively to criticism, with high levels of resilience.
- Maintains high standards of professional ethics, integrity and corporate discipline.
- Accepts responsibility and acts jointly with peers in a manner which supports IHUK's priorities and their delivery.
- Must be able to demonstrate sound judgement and be prepared to take responsibility in operational situations
- Champions change and can effectively manage the implementation of new ideas. Must be able to prioritise activities
- Communicates effectively. Must be able to evidence problem-solving skills

**Other Requirements**

- Must be prepared to work flexibly and out with office hours.
- Possession of valid driving licence