

## **Performance Manager for Welsh Bowls**

**Accountable to: Chair of the Performance Group of the Welsh Bowls Federation (WBF)**

### **Key Expectations**

- To implement the Welsh Bowls Federation (WBF) Performance Plan in conjunction with the Performance Group
- To meet the targets set within the WBF Performance Plan
- In conjunction with the WBF treasurer present to the Performance Group periodic financial and performance details set against the Performance Plan
- Continually develop and refresh personal knowledge and skills to ensure any contribution to the WBF remains informed and relevant

### **Performance – The Performance Manager will:**

- Oversee the delivery of the WBF's strategy and policies in respect of Performance including: -
  - the delivery of the Welsh Commonwealth Games and World Bowls team
  - the setting of key targets for identified events
  - co-ordinate and streamline the selection process for Elite players in conjunction with the individual National Governing Bodies (NGB's).
  - the development and delivery of an effective joint talent pathway in Wales
- Present an annual appraisal report to the WBF Pilot Committee against the effectiveness of the Performance Plan.
- Attend meetings of the Commonwealth Games Council for Wales.
- Provide the WBF Pilot Committee with expert advice and guidance in the area of Performance.

### **Key skills, experience and qualifications required:**

#### **Essential**

- A strategic perspective, vision and ability to work positively within a team environment.
- Drive and commitment and the ability to demonstrate this to others.
- Strong interpersonal, communication and negotiation skills and the ability to develop effective, sustainable partnerships.
- Selflessness, integrity, objectivity, accountability, openness, honesty and leadership (Nolan Principles).
- Resilience and ability to make things happen.
- A willingness to devote the necessary time and effort to the required performance matters.
- A commitment to be an ambassador for the Federation and the sport.
- Be prepared to undertake a DBS check.

### **Specific Portfolio skills, experience and qualifications**

- An in depth knowledge of Performance Sport and the key elements of an effective talent pathway.

- An ability to communicate with and to develop relationships with elite athletes, coaches and support staff.
- Possess a current or working to achieve a high level coaching qualification and/or experience of International Sport.

**Desirable**

- The ability to speak Welsh.

**Personal Obligations - the Performance Manager will:**

- Abide by the WBF Code of Conduct.
- Disclose immediately any personal interest in any activity of the WBF and take no further part in any Committee or committee discussion of the matter.
- Accept such outside appointments as shall be agreed by the Performance Group