

Job Description
Talent Lead

Part Time (3 days a week)

Responsible to CEO

Main Purpose of Role:

To manage and coordinate the talent pathways in line with Snowsport England (SE) strategy document and in alignment with GBS. To help athletes develop onto GBS Teams and develop inclusive pathways across disciplines.

Key Objectives of Role:

- Sport England funding
 - Lead the relationship with the Sport England talent team and attend all relevant meetings
 - Report back to Sport England / UK Sport as required
- Line manage
 - Line management of all contracted coaches (including park & pipe and cross discipline)
- Camp planning
 - Develop an annual calendar of camps both abroad and domestic
 - Make sure all camps are budgeted and planned in advance with all key information in place in regard to safeguarding and best practice
 - Talented Athlete Scholarship Scheme (TASS) /Sport Aid. Manage the relationship with TASS and Sports Aid
 - Maximise the number of TASS and sports aid places we have
 - Ensure and monitor athlete engagement in the TASS programme Develop and implement the selection criteria in partnership with GB Snowsport (GBS)
 - Work with the communication and digital engagement lead to promote TASS and Sports Aid athletes' progress
- Implementation of SE strategy
 - Review and monitor progress against SE implementation plan
 - Compile board reports & present to board annually
 - Work with the CEO to develop future implementation plans for 2024 and beyond
- Partnership with GBS
 - Lead the relationship with appropriate staff at GBS to ensure pathways are linked, gaining appropriate support from GBS coaches
- Futures
 - To be the key contact for all futures enquiries and lead the programme
 - To have clear oversight to the Futures structure to ensure all sessions are

successful, sustainable and safe by co-ordinating the delivery of the programme. This includes support to the cross-discipline co-ordinator and coaches, as well as SE administrators

- To manage the budget for Futures ensuring it remains sustainable
- To manage the organisation and budgeting for the Futures championships

- Talent Management Group (TMG)

- Oversee TMG committee and chair meetings
- This role will have accountability for the TMG delivering on their implementation plan

- Relationship management

- Manage all current relationships linked to talent
- Engage and build partnerships wherever possible to increase opportunities for athletes and to identify new income and funding opportunities
- Partners include but not limited to; Winter sports fund, BNSSF, Backing the best

Diploma in Sporting Excellence (DiSE) enrolment

To be the key contact for all DiSE enquiries and lead the programme

- Working with the SE administrator, support DiSE enrolment and communication with athletes
- Develop & coordinate programme for both year 1 and year 2 cohort
- Ensure all athletes are supported and engage in the programme

People:

Direct reports are:

- All Contracted coaches

Liaison with:

- CEO
- Education and Coaching Lead
- Safeguarding lead
- Communications and Digital Engagement Lead
- Participation Manager
- Administrator

Our Values and Behaviours:

We expect all staff to reflect our values in their behaviours and to promote these values in their work.

PASSION IN PEOPLE

Our members, including all volunteers, are at the leading edge of all our activities and decision making. We strive to improve their snowsport experiences.

COMMUNITY CHAMPIONS

We promote the spirit, culture and family values of our sport by supporting our local and national communities.

TRAILBLAZING IDEAS

Forever on the lookout for new initiatives, piloting, national ideas, listening to the industry and pushing the boundaries of what we can and will achieve for the good of the sport.

GENUINE VOICE

We carry out our work with honesty, speaking up on important matters and tackling challenges with the same vigour as when we're out enjoying the slopes.

RESPONSIBLE LEADERSHIP

Our underpinning value is providing trusted leadership based upon good governance, promoting safe and challenging experiences across all snowsport disciplines. Inspiring participating in snowsport at every level.

