



Recruitment Notice: Performance and Pathway Director

Job Title: Performance and Pathway Director

Location: Dublin (Hybrid working arrangements available)

Reports to: Chief Executive Officer

Contract Type: Full-Time

Salary: Commensurate with experience

About Canoeing Ireland

Canoeing Ireland is the National Governing Body for paddle sports in Ireland. Our mission is to support and develop all aspects of paddlesport participation and performance, from grassroots engagement to high-performance excellence. Guided by our core values—Inclusion, Integrity, Respect, and Passion—we consistently uphold the highest standards of governance. Over recent years, we have established a dynamic high-performance system capable of producing world-class athletes. This momentum culminated in the historic qualification of four boats for the Paris 2024 Olympic Games. As we look forward, our strategic objectives continue to enhance athlete development and support, refine our coaching structures, and build upon our recent successes.

Role Overview

The Performance and Pathway Director will join our senior leadership team and lead the strategic direction, planning, and delivery of Canoeing Ireland's high-performance and Pathway strategies. This pivotal role ensures a coherent, aligned, and sustainable system that supports elite athletes, nurtures emerging talent, and builds coaching capacity. Working closely with the HP leadership team, the Director will ensure robust governance structures that align team functions with our overarching strategic goals and international best practices.

Key Responsibilities

Strategic Leadership:

- Further develop and implement Canoeing Ireland's high-performance strategy, ensuring alignment with national and international goals.
- Lead the execution of an innovative athlete development pathway from grassroots through to elite competitive levels.
- Represent Canoeing Ireland effectively with Sport Ireland, the Olympic Federation of Ireland, and international federations.

Performance Programme Oversight

- Oversee the High-Performance Programme, including athlete selection, coaching appointments, competition planning, coordination, and ongoing performance monitoring.
- Manage and support national coaches, performance staff, and multidisciplinary teams, including strength and conditioning, physiotherapy, and sports psychology.
- Ensure evidence-based planning, benchmarking, and comprehensive performance analysis.

Talent Development & Pathways

- Establish clear, integrated progression pathways for athletes across all competitive paddle sport disciplines.
- Collaborate proactively to strengthen athlete development pipelines.

Coaching & Workforce Development

- Lead the creation and continuous improvement of coaching standards and structures within performance and athlete pathway environments.
- Provide mentoring, Continuous Professional Development (CPD), and capacity-building opportunities for pathway and high-performance coaches and all relevant performance staff.
- Ensure the consistent alignment of coaching philosophies and methodologies across the athlete pathway.

Governance & Operations

- Develop and manage annual performance budgets, ensuring optimal and transparent use of Sport Ireland funding.
- Ensure compliance with anti-doping regulations, safeguarding policies, and comprehensive athlete welfare standards.
- Provide regular, clear, and insightful reporting to the CEO and Board regarding performance outcomes and strategic initiatives.
- Facilitate strong integration and coherence across all Canoeing Ireland departments to deliver unified operational excellence.
- Support the development of programmes and selection policies across all competitive disciplines that align closely with strategic goals.

Essential Qualifications and Experience

- Demonstrated leadership experience in high-performance sport, ideally within an Olympic sport environment.
- Proven expertise in designing, developing, and delivering effective athlete pathways and talent development programmes.
- Strong professional background in coaching, sport science, and athlete development.
- Demonstrated capability in managing teams, budgets, and complex operational programmes.
- Excellent communication, stakeholder engagement, and strategic leadership skills.

Desirable Qualifications and Experience

- Direct experience within paddle sports or comparable individual sports (e.g., rowing, swimming, athletics).
- Familiarity with the Irish sporting landscape and understanding of Sport Ireland funding systems.
- Prior experience managing and working within multidisciplinary performance support teams.

Please note that these lists are not exhaustive and are subject to change as required.

Why Join Us?

This role represents a unique opportunity to lead a dynamic performance system poised for substantial growth and international impact. Canoeing Ireland is deeply committed to excellence, innovation, and athlete-centred



development. If you possess the passion, experience, and leadership qualities to drive the future of Irish paddle sports, we encourage your application.

Application Process

To apply, please submit your CV and cover letter clearly outlining your relevant experience and your strategic vision for this role to our recruitment partner Conor Harty at canoeingireland@hartyvirtualhr.ie by 5:00 p.m. on Friday 9th May 2025.

Canoeing Ireland is an equal opportunity employer, committed to equality and diversity. Applications from all suitably qualified candidates are welcomed.