



#### Hockey Wales

Sport Wales National Centre

Tel: 0300 300 3126

Sophia Close,

CF11 9SW

Cardiff Email: [info@hockeywales.org.uk](mailto:info@hockeywales.org.uk)

[www.hockeywales.org.uk](http://www.hockeywales.org.uk)

## Job Description

<b>Job Title:</b>	Performance Director	<b>Reports to:</b>	CEO
<b>Department:</b>	Performance	<b>Hours:</b>	Full Time – 37 hours per week
<b>Contract Length</b>	Permanent		
<b>Salary:</b>	£40000	<b>Annual Leave:</b>	25 Days + Bank Holidays
<b>Location:</b>	Flexible and hybrid working, with a commitment to attend the office once a week which is situated at the National Hockey Centre at Sport Wales National Centre, Sophia Gardens, Cardiff, CF11 9SW.	<b>Other Benefits:</b>	<ul style="list-style-type: none"><li>• Contributory pension scheme</li></ul>

### Introduction

Hoci Cymru is the National Governing Body for Hockey in Wales.

**The mission** - Empowering communities in Wales to develop a healthier, more sustainable future through the power of sport and the passion of our Hockey Family.

**Our Vision** - Inspire healthier and socially connected communities through the power of Hockey.

#### **The purpose of the role -**

This is an exciting time to join Hoci Cymru. Following recent success on the international stage and growing momentum in our domestic game, we are committed to building a performance system that enables Welsh players, coaches, and teams to thrive. You'll have the opportunity to shape that vision and lead us into a new era of international competitiveness, delivering the Welsh way to ensure we continue to produce players for Olympic cycles.

The Performance Director is responsible for leading the strategic direction, planning and delivery of all high-performance hockey activity in Wales. This includes oversight of senior international teams, talent pathways, coaching structures, and integration with Sport Wales



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and UK Sport via the Great Britain Hockey framework. The role forms part of the Hoci Cymru Executive Leadership Team.

We are seeking enthusiastic and motivated individuals to fill roles that embody these values while contributing to the growth and development of hockey in Wales.

#### **Key Responsibilities & Accountabilities:**

##### **Strategy and Policy**

Lead and deliver the organisational performance strategy aligned to the wider vision of Hoci Cymru. Reporting to Hoci Cymru and Great Britain Boards as required.

##### **National Teams Oversight:**

Manage senior and transition national team programmes, including performance planning, staffing, and international competition delivery.

##### **Talent Pathway & Coach Development:**

Help strategically develop and align the domestic to international performance pathway; support coach identification and progression.

##### **People & Culture Leadership:**

Lead a positive high-performance culture with athlete and staff welfare at its core.

**Finance** Overall management of performance budgets, ensure value for investment, deliver financial policies to players and meet funding body reporting standards.

##### **Stakeholder Engagement:**

Represent Hoci Cymru in external performance forums and collaborate with key system partners including Sport Wales, GB Hockey, clubs, and academic partners

##### **General**

To understand the fundraising regulatory environment and ensure compliance.

To meet deadlines agreed with the board of directors and key partners with regard to reporting of key performance indicators and other targets.

To champion the highest standards for health and safety and safeguarding.

To effectively manage and develop strong positive relationships with beneficiaries, key partners and stakeholders.

To undertake any relevant training as required by line manager or in line with expectations of the programme funder.



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To attend and participate in meetings with Hoci Cymru staff, funding providers and other meetings as appropriate.

To exhibit and promote organisational values & behaviours.

Promote and celebrate equality, diversity & inclusion.

To carry out any additional work and duties that meet the needs of the business.

#### Key Relationships

Internal: All Directors and Hoci Cymru Staff.

External: Sport Wales staff, Great Britain Hockey, Home Nations, Euro Hockey, Federation International Hockey.

Any other external stakeholders that are part of the hockey family.

#### Personal Skills/Characteristics

	Essential	Desirable
Significant experience in elite performance leadership within sport.	•	
Proven ability to lead multi-disciplinary teams and deliver performance outcomes.	•	
Strong knowledge of high-performance systems, coaching, and talent development.	•	
Experience of managing a budget.	•	
Skilled in strategy development and staff management.	•	
Experience of cultivating, managing and maintaining relationships.		•
Experience within team sports or multi-sport events.	•	
Familiarity with the UK high-performance system and Welsh sporting context.	•	
Written communication skills, with the ability to convey detailed information succinctly.	•	
Excellent influencing and persuading skills.		•
Ability to coordinate, plan and organise effectively, prioritise workloads, work under pressure and meet strict deadlines.	•	



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Ability and willingness to work outside of normal working hours, including evenings and weekends where required.	•	
Hold a full UK driving licence.		•
A positive attitude coupled with the ability to work as a part of a team and as an individual.	•	

### **How to Apply**

To apply, please submit a CV and a covering letter that clearly outlines how you meet the expectations outlined in the job description. Use practical examples to demonstrate your skills, experience, and impact wherever possible.

We're particularly interested in understanding how your background aligns with the role's key responsibilities and how you can contribute to the ongoing development of hockey in Wales.

Please submit the CV and cover letter to Jane Price – [jane.price@hockeywales.org.uk](mailto:jane.price@hockeywales.org.uk) by midday 22<sup>nd</sup> August 2025.