



PERFORMANCE DIRECTOR

JOB ADVERT AND ROLE DESCRIPTION





CONTENTS

- Overview
- Our Commitment to EDI
- Welcome
- Main Duties
- Person Specification
- How to Apply





OVERVIEW

Job Title:

- Performance Director

Salary:

- £40,000 Full Time

Location:

- Office based (Cardiff) or hybrid options also considered.

Role Type:

- Full Time - 37 Hours per week

Flexible and hybrid working, with a commitment to attend the office at Hoci Cymru, Sport Wales National Centre, Sophia Gardens, Cardiff, once a week.



OUR COMMITMENT TO EDI

Hoci Cymru is committed to creating a diverse environment and is proud to be part of the Stonewall Diversity Champions programme. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability or age.

Please see below a few examples of best practice where we are striving to embed EDI into our everyday services.

All staff members at Hoci Cymru have completed the "Show Racism the Red Card" training, demonstrating our strong commitment to creating an inclusive and respectful environment in Welsh hockey.

We have signed up to the EuroHockey Equally Amazing charter:
<https://eurohockey.org/eurohockey-equally-amazing-campaign>





WELCOME

An exciting opportunity has become available to lead our Hoci Cymru Performance team as our Performance Director.

This is a truly exciting time to be involved in our sport at this level. Our Senior International programmes continue to perform well on the Continental and World stage, we are continuing to transition a good number of players on to Great Britain Development and Senior squads and our Junior programmes provide players and staff with opportunities, experiences and exposure in a clearly defined and connected Pathway.

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



MAIN DUTIES

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



PERSON SPECIFICATION

YOUR EXPERIENCE AND KNOWLEDGE

Essential:

- 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.
- Skilled in strategy development, staff management, and budget oversight.

Desirable:

- Experience within team sports or multi-sport events.
- Familiarity with the UK high-performance system and Welsh sporting context.



HOW TO APPLY

To apply:

- Submit a CV and supporting letter outlining how you meet the role criteria
- Please return your application to jane.price@hockeywales.org.uk
- Submit equality monitoring information <https://forms.office.com/e/H5wki99TRE>
- For further information on the role please contact Paul Whapham, CEO at paul.whapham@hockeywales.org.uk



Closing Date

Midday - 22nd Aug

Hoci Cymru
Sport Wales National Centre
Cardiff
CF11 9SW

www.hockeywales.org.uk info@hockeywales.org.uk

Facebook - @Hoci Cymru
X - @HockeyWales
Instagram - @hoci_cymru

Hoci Cymru is an equal opportunity employer and is committed to delivering our Equity Policies. We positively encourage and welcome applications from every community.

Hoci Cymru kindly thanks Sport Wales and GB Hockey for their continued support for hockey in Wales.