

Job Description: Performance System Lead

Job Title:	Performance System Lead
Department:	Performance
Reporting to:	Performance Director
Direct reports:	4
Location:	Archery GB, Lilleshall National Sports Centre / Hybrid

Job Purpose

The Performance System Lead is a strategic leadership role within the World Class Programme (WCP), responsible for driving excellence in athlete and coach development through integrated performance support.

Acting as an effective member of the WCP Senior Leadership Team (SLT), you will develop strong relationships with the Performance Director, Coaches, Pathway Manager and Performance Operations Manager.

The role will ensure an aligned coaching and talent development strategy, fostering a high-performance culture that sustains international success and ensures the multi-disciplinary team deliver world-class services across the two WCP programmes.

Key Responsibilities

Coach & People Development

- Lead the development of a high-performance coaching culture within the WCP, enhancing leadership, communication and athlete-centred approaches.
- Audit development needs across the programme and implement a strategic action plan for team growth.
- Design and deliver effective programme debrief systems and induction processes for athletes and staff.
- Align development initiatives with UK Sport and other partners to maximise resources.
- Mentor coaches through influence and credibility, fostering a psychologically safe, values-led environment.
- Drive external expertise into the coaching and leadership team to enhance capability and innovation.
- Ensure every coach has a clear, individualised development plan and access to a structured coaching development pathway.

Performance Support

- Lead and manage an established team of practitioners to deliver world-leading support to athletes and coaches.
- Enable seamless integration of Sports Science, Medicine and Data into daily training and competition environments.
- Ensure accountable, responsive and impactful performance support through strategic planning and alignment with coaching objectives.
- Facilitate world-class performance planning, monitoring and review processes to drive continuous improvement.
- Support technical planning meetings to prioritise support plans that align with performance goals and coaching strategies.
- Support the Performance Director and lead coaches in evolving performance frameworks (e.g. WiTTW) and integrating future performance requirements into the talent pathway.
- Manage the Clinic governance requirements of the Archery World Class Performance Programmes.

Talent Pathway Development

- Drive measurable improvements in athlete progression by aligning the talent pathway with WCP preparation, setting clear performance and selection benchmarks whilst delivering individualised development plans that accelerate readiness for WCP entry.
- Working with the Performance Pathway Manager, create an age and stage appropriate performance skills syllabus delivered through workshops, experiential learning and mentoring.
- Lead performance culture reviews within the pathway, engaging athletes, coaches and parents to embed high-performance values.
- Facilitate continuous development of pathway coaches through collaborative CPD opportunities with WCP staff.

Key Relationships

The Performance System Lead will support the delivery and strategic ambitions of the Archery GB World Class Performance Programme, working closely with the internal WCP team and external partners.

The key relationships will include:

- WCP Team: Performance Director, Head of Performance, Coaches, Pathway Manager and Performance Operations Manager
- Performance Advisory Group
- Provide a point of contact between NGB-UKSI services
- Home Nation Sports Institutes

Location

This role has a significant presence at Archery GB (Lilleshall National Sports Centre), with the ability for some hybrid working. The role will also have some national and international travel.

The job holder is required to be flexible in their duties and may be required to undertake other duties and responsibilities as specified by Archery GB.

Variation Clause

This is a description of the job as it currently applies. This will be reviewed, in conjunction with the post holder, and updated or varied as appropriate. It is the practice of Archery GB to periodically review job descriptions, to update them and to ensure that they remain relevant to how the job is to be performed.

Person Specification

	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> • Educated to degree or equivalent level • Computer literate, including Office products, Windows, Databases • Strong written and oral presentation skills • Full clean driving licence 	<ul style="list-style-type: none"> • Sports Science or Sports Medicine Degree
Knowledge & Experience	<ul style="list-style-type: none"> • Experience of working within High Performance Sport environment for at least 2 Olympic / Paralympic cycles • A comprehensive understanding of coaching, sports science, data and current practice in international sport performance • Proven track record of working within / leading multi-disciplinary teams • In depth understanding of the demands and strategies for athlete success in high performance environment • Knowledge of Performance Pathway development and coach education requirements • Experience of working with high performing athletes and coaches • Experience of managing individualised coach development needs, from identification to implementation 	<ul style="list-style-type: none"> • Extensive experience leading high-performance programmes or teams, with a proven track record of making a difference, establishing and maintaining a culture of collaboration, teamwork innovation and athlete support. • Knowledge of international sports competition and Games involvement • Coach development qualification / mentorship • Experience of working within a target sport
Skills & Abilities	<ul style="list-style-type: none"> • Ability to form effective relationships with athletes, coaches and wider performance team • A proven ability to think clearly and logically to analyse requirements, propose pragmatic solutions and make decisions based on both objective and subjective data • Dedicated to putting athletes first and skilfully ensuring a culture of high challenge and high support • Strong interpersonal skills and a proven ability to build/maintain relationships under pressure 	<ul style="list-style-type: none"> • Proven track record of high-performance coach development