

Job Title: Pathway and Performance Director

Organisation: Singapore Disability Sports Council

Location: Singapore

Language: Fluency in spoken and written English

The Singapore Disability Sports Council (SDSC), National Sports Association for para sports, is offering a senior executive position - Pathway and Performance Director. The post-holder will develop and lead a team to shape the strategic direction of para sports excellence in Singapore.

Roles and Responsibilities

The Pathway and Performance Director will be recognised as the strategic performance lead who drives the evolution and sustainability of a high performance system for para sports to deliver medal success for Singapore on regional, continental, world and Paralympic stages.

He or she will provide strategic performance planning and management advice to the SDSC Executive Director, SDSC Executive Committee and Singapore Sports Institute (SSI), whilst developing and building an effective team of high performance managers to achieve effective, efficient and economic delivery of performance investments.

He or she will also lead SDSC's performance relationship with external stakeholders.

Key Result Areas

- a) Shape and enhance SDSC's performance investment strategy (include support programmes) to deliver goals for regional continental, world and Paralympic Games
- b) Monitor the delivery of SDSC's performance investment strategy, along with corresponding budgets and other resources, and where required, lead interventions to improve investment outcomes
- c) Develop SDSC's sport intelligence and data analysis capabilities to establish and confirm the viability of high performance pathways across different sports
- d) Engage sports Performance Director/s and teams within and outside of SDSC to monitor and optimise their effectiveness in delivering excellent performance programmes and pathways that enable para athletes to achieve medal potential
- e) Shape SDSC's performance relationships and strategy with the Singapore Sports Institute, Singapore National Paralympic Council, Singapore National Olympic Council, National Sports Associations, National Disability Sports Associations, hospitals, schools and clubs
- f) Engage sports Performance Director/s and teams within and outside of SDSC to develop high performing cultures and environments that respect para athlete welfare
- g) Build and maintain constructive relationships to drive the development of Singapore's para sports high performance system and sustain success through major game cycles
- h) Establish a Performance Vision, based on rigorous analysis, that can influence performance and pathway communities to align actions with SDSC's performance strategy.
- i) Lead the development of interdisciplinary support areas such as coaching, classification and technical in alignment with SDSC's performance strategy
- j) Develop and build a professional and effective team of high performance managers to support the performance investment strategy
- k) Work with internal teams to identify and deliver changes (people, finances, processes) to support strategic goals of high performance

- l) Provide expert advice and reports to the Executive Director, Executive Committee and Singapore Sports Institute on all para sport performance matters and policies.
- m) Report and be accountable for the delivery of performance and pathway-related Key Performance Indicators.

This list is not intended to be exclusive or exhaustive. It is an outline of the areas of activities and may be amended with changing needs identified by SDSC and SSI.

Key Relationships

- Internal Relationships: SDSC Executive Committee, SDSC High Performance and Development Subcommittee, SDSC-SportSG Joint Management Committee, disability sports associations and clubs, coaches, team managers, athletes
- External Relationships: SportSG, Singapore National Paralympic Council (SNPC), Singapore National Olympic Council (SNOC), International Federations and Associations, National Sports Associations and clubs, hospitals
- Reports: High Performance Team (3 staff), Pathway Team (4 staff)

Competencies

(A) Technical Competencies

- Significant knowledge and applied experience with demonstrable success in high performance in a leadership role
- Experience of working with elite and developmental athletes, coaches and technical staff on the design, implementation and evaluation of their performance programmes.
- Advanced knowledge and experience of requirements of operating and delivering a successful sporting environment
- Experience of leading, managing and developing effective teams that can deliver consistently over time
- Experience and evidence of developing and implementing innovative and creative change strategies that provide competitive advantages

Having the above-listed competencies in para sports would be advantageous but is not mandatory.

(B) Senior Management Competencies

- Drives results by targeting opportunities and establishing goals
- Committed to continuous improvement and innovation to address organisational challenges
- Takes tough decisions
- Understands and utilises multi-faceted data to diagnose strengths and weaknesses, and to develop holistic, robust and sustainable strategies and plans
- Uses excellent interpersonal skills to influence and build collaborative and effective strategic relationships
- Attracts, develops and retains talented individuals; creates a constructive environment for staff to achieve ambitious goals and gain readiness for future challenges
- Conveys positive energy and able to gain respect of the performance community
- Expresses thoughts and ideas clearly, succinctly, and compellingly in both writing and speech
- Achieves goals and stays focused

(C) Qualifications

- Minimally degree or equivalent professional qualifications

Location and travel

Some travel will be required from time to time, to lead performance teams at international competitions, and to attend international conferences.

Hours of Work

This is a full-time position that requires extended hours and weekend work at times. A 4-year contract would be offered to the incumbent first, which may be extended or converted upon review.

How to Apply

Please submit your CV, with expected salary indicated, to Ms Sheela Amusavally via email to sheela@sdsc.org.sg.