



PERFORMANCE DIRECTOR

CANDIDATE PACK



WE ARE GB JUDO.

The British Judo Association (BJA) is the National Governing Body for the Olympic and Paralympic sport of judo in Great Britain.

The Association represents Great Britain internationally and is a member of The International Judo Federation, The European Judo Union, The Judo Confederation of the European Union, The British Olympic Association, Sport and Recreation Alliance, Commonwealth Judo Association, and the Commonwealth Games Federation.

Originally formed in 1948, we receive funding from UK Sport to support our World Class Performance and Talent programmes, and Sport England to fund the development of judo across Great Britain.

We are recognised by UK Sport, Sport England, Sport Wales, Sport Northern Ireland, SportsScotland, the British Olympic Association and the Sport and Recreation Alliance.

We are a membership organisation and have expanded our network of clubs, qualified coaches and individual members throughout Britain providing access to the sport in England, Northern Ireland, Scotland and Wales.

580
CLUBS

38,822
MEMBERS





WELCOME

Thank you for your interest in this exciting opportunity to become Performance Director at British Judo.

We are looking for an experienced, capable and engaging leader to join our sport, who will play a prominent role in continuing to develop our sport at the highest level.



JOB VACANCY: PERFORMANCE DIRECTOR

Department:
Performance

Salary:
Grade 5 - £57,470 - £80,887

Reports To:
Chief Executive Officer

Direct Reports:
Olympic Coaches, Head Paralympic Coach, Logistics Manager, UKSI Head of Performance Support, Centre Coach.

Location:
British Judo National Centre, Walsall.

Key Relationships:
Performance Pathway & Operations Director, Sport Science and Medicine Team, UK Sport, British Olympic Association, British Paralympic Association, Home Nation Judo Staff, Athletes, Coaches, and Clubs

PURPOSE OF THE ROLE:

To lead and inspire the World Class Performance Programme (WCPP) to deliver medal-winning performances on the world stage.

The Performance Director will mentor and support the coaching and WCPP Staff teams and build relationships that align with British Judo's values.

This role is pivotal to ensuring a unified and collaborative approach to achieving success at the LA 2028 and Brisbane 2032 Olympic and Paralympic Games.



KEY SUCCESS MEASURES:

- **Medal Performance:** Achieving or exceeding UK Sport milestone targets for LA 2028 and Brisbane 2032 and beyond.
- **Team Cohesion:** Demonstrating a high-performance culture within the coaching and support teams.
- **Team Performance:** Supporting and holding key staff to account in their roles and the delivery of the WCPP.
- **Athlete Development:** Clear and measurable athlete progression towards podium performances.
- **Stakeholder Relationships:** Positive feedback from UK Sport, Home Nations, and other key partners regarding collaboration and alignment.

KEY RESPONSIBILITIES:

1. Strategic Leadership

- Provide overall strategic leadership for the WCPP, ensuring alignment with British Judo's objectives, UK Sport funding agreements, and the association's broader strategic priorities.
- Develop and deliver high-performance strategies to meet UK Sport milestone targets and long-term medal objectives for LA 2028 and supporting future Olympic and Paralympic Games.
- Ensure a clear vision for both Olympic and Paralympic athletes, driving excellence at all levels of the programme.

2. Relationship Building and Mentorship

- Cultivate positive, collaborative relationships with coaching staff, fostering a culture of mutual respect, accountability, and trust.
- Mentor and guide the coaching team to build their leadership, communication, and technical capabilities, ensuring consistency in coaching delivery.
- Actively support the personal and professional development of all team members, creating a high-performance coaching environment where collaboration thrives.
- Build and sustain strong relationships with athletes and personal coaches, offering support and guidance to ensure alignment with coaching and performance goals.
- Collaborate with the Performance Pathway & Operations Director to connect the Clubs, Home Nations and Pathway Programmes to the WCPP.
- A key ambassador to drive a collaborative culture within the WCPP integrated with the wider British Judo Association.

3. Performance Management

- Oversee the creation and implementation of individualised performance plans for athletes,

ensuring collaboration between coaches, sport scientists, and medical teams.

- Ensure implementation of the athlete selection processes for WCPP and senior international competition selection.
- Evaluate and monitor athlete progress regularly, ensuring that interventions are in place to address underperformance or challenges.
- Hold team members accountable for meeting agreed objectives, performance benchmarks, and behaviours that reflect British Judo's core values.

4. Stakeholder Engagement

- Develop and maintain robust relationships with UK Sport, the British Olympic and Paralympic Associations, Home Nations, clubs, and other key stakeholders to strengthen the talent pipeline.
- Act as a key ambassador for British Judo, representing the organisation at national and international events, forums, and engagements.
- Ensure alignment between British Judo, Home Nations, and clubs to foster a seamless talent pathway and promote shared performance objectives.

5. Governance and Operational Oversight

- Ensure all WCPP activities comply with safeguarding, anti-doping, and health & safety policies, setting the highest standards of governance and integrity.
- Collaborate with the Logistics Manager to optimise resource allocation and ensure effective delivery of programme needs, including travel, equipment, and athlete welfare.
- Manage the WCPP budget in partnership with the Chief Executive Officer, ensuring resources are prioritised to achieve strategic goals.



SKILLS AND COMPETENCIES

Leadership and Mentorship

- Proven ability to lead and inspire high-performing teams in elite sport.
- Strong mentoring skills with the ability to develop, support, and challenge coaches to achieve their potential.

Relationship Building

- Exceptional interpersonal skills, with the ability to foster collaboration, trust, and respect within the team and with stakeholders.
- Proven track record of building and maintaining strong external relationships with governing bodies, funding partners, and clubs.

Strategic Thinking and Decision Making

- Excellent strategic planning skills, with the ability to set clear goals, priorities, and deliverables.
- Strong analytical skills, using data and insights to inform decisions and drive improvements.

Performance Expertise

- In-depth understanding of Olympic and Paralympic pathways, including athlete development, coaching, and support systems.
- Experience in designing and delivering high-performance programmes that achieve success on the world stage.

VALUES AND BEHAVIOURS

Demonstrates Core Values:

- Models British Judo's values of respect, modesty, friendship, courage, courtesy, honour, honesty, and self-control in all interactions.

Promotes Inclusion:

- Fosters an inclusive environment where diversity is valued, and all team members are empowered to contribute.

Drives Collaboration:

- Encourages open communication, shared learning, and teamwork across the coaching and support teams.

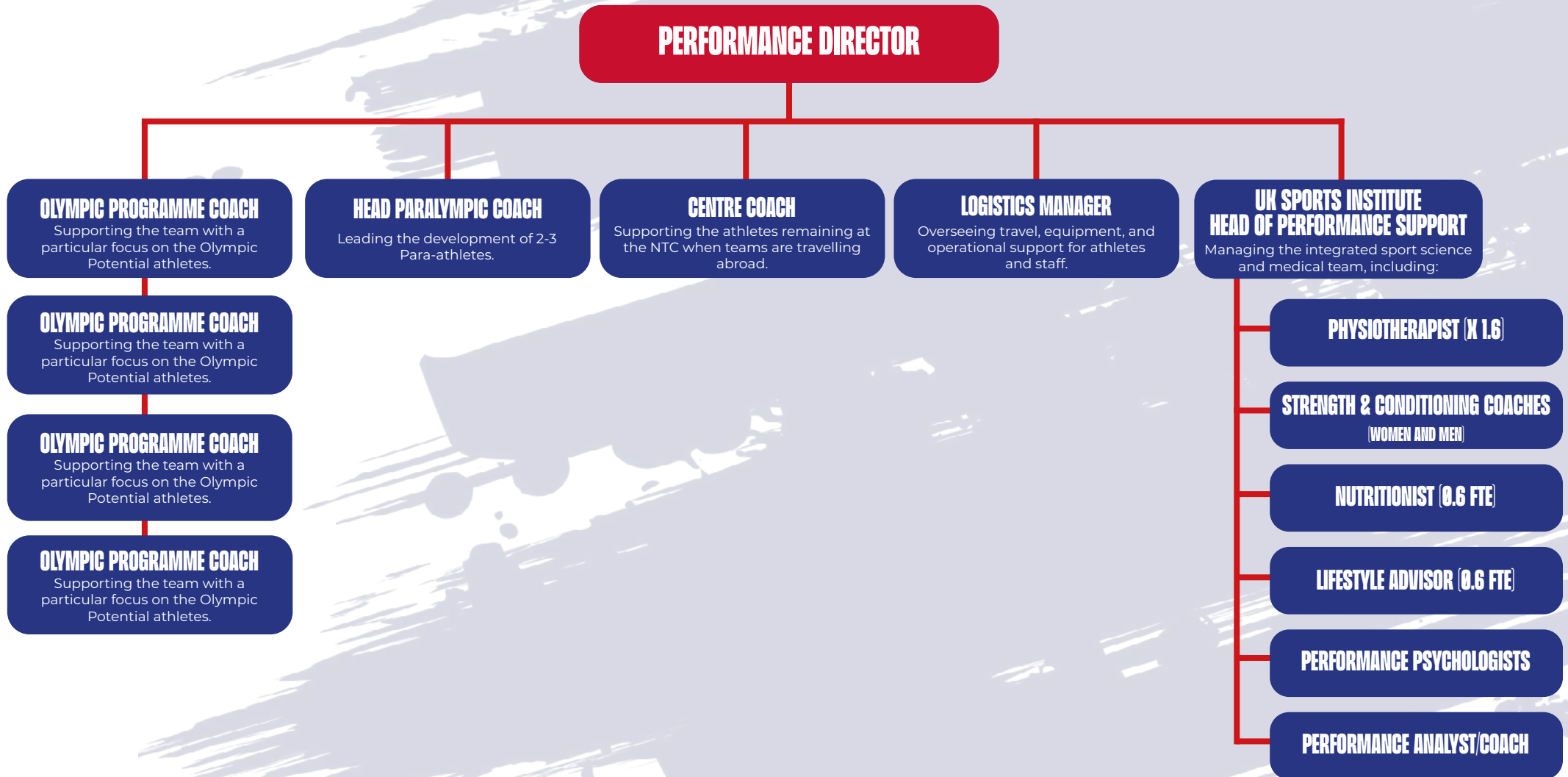
Accountable Leadership:

- Takes ownership of decisions, actions, and outcomes while holding others accountable to the highest standards.



TEAM COMPOSITION

The Performance Director is directly responsible for managing the following key roles within the WCPP:





ACCOUNTABILITY FRAMEWORK

As part of this role, the Performance Director will be required to agree on specific duties related to:

- **Relationship Building:** Regular feedback sessions with coaching staff to ensure collaborative engagement and alignment.
- **Mentorship:** Monthly check-ins with coaches to review progress, challenges, and professional development goals.
- **Performance Reviews:** Quarterly performance reviews for athletes and staff, with clear targets and action plans.
- **Stakeholder Reporting:** Biannual updates to UK Sport and other key partners on progress against milestones and performance goals.

QUALIFICATIONS AND EXPERIENCE

ESSENTIAL:

- Minimum of 5 years' experience leading teams of Performance Programmes in elite level or Olympic and Paralympic sport.
- Advanced understanding of the British Judo performance programmes and international competition programmes.
- Led teams at major competitions for example, Olympic or Paralympic Games.
- Current safeguarding certification and enhanced DBS clearance.

DESIRABLE:

- Degree or equivalent qualification in sports coaching, sports science, or a related field.

SPECIAL CONDITIONS

- Flexible working hours, including evenings and weekends.
- Role subject to annual performance review and compliance with British Judo policies and UK Sport funding requirements.
- Attendance at key International Competitions and Training Camps will be required.



HOW TO APPLY

Please submit a CV along with a brief covering letter stating your interest in the role, how you believe you match the criteria outlined in the candidate pack and why British Judo is of interest to you.

Please email: hr@britishjudo.org.uk

The closing date for applications is
Monday 12th May.

First Round Interviews will take place on week commencing 2nd June with a Final Interview and Assessment Day taking place on week commencing 9th June.

If you would like an informal discussion about the role, please contact
Andrew Scoular - Chief Executive - andrew.scoular@britishjudo.org.uk

British Judo is committed to fostering a diverse and inclusive workforce. We actively encourage applications from candidates of all backgrounds, particularly those from underrepresented groups, including women, ethnic minorities, individuals with disabilities, and LGBTQ+ candidates.

We believe that diversity of experience and perspective strengthens our organisation and enhances our ability to serve our community. British Judo is committed to Sport England and UK Sport requirements for all NGBs to have a Diversity Inclusion Action Plan (DIAP). British Judo is proud of the DIAP and would encourage all candidates to take an opportunity to read this [HERE](#).

We are also open to considering applications from individuals who possess strong transferable skills or can demonstrate an aptitude for the role, coupled with a genuine appetite to embark on a learning journey with us. If this sounds like you, and you believe you meet some of the requirements but are eager to develop further and are ready to put in the effort to achieve the rest, we want to hear from you. Get in touch and tell us why you are a great fit for British Judo.

If you require any reasonable adjustments during the application process or wish to discuss any particular needs, please do not hesitate to contact us. We are committed to creating a supportive and accessible environment for all applicants.

