



BOXING IRELAND JOB DESCRIPTION

National Head Coach – High Performance Unit

Job Title	National Head Coach – High Performance Unit
Salary	Boxing Ireland Salary Band: Level 4 – Head of Service Specialist Recruitment Salary Range: €70,000–€80,000 Appointment within the range will depend on experience and qualifications.
Salary Framework Note	This role is mapped to Level 4 under the Boxing Ireland Salary Framework. In recognition of its specialist nature and the internationally competitive recruitment market, a role-specific market exception applies. This does not amend the standard Level 4 salary band.
Location	Sport Ireland Institute, National Sports Campus, Abbotstown, Dublin 15, Ireland
Reporting To	National Performance Director

1. Role Purpose

The National Head Coach is responsible for leading the technical and tactical delivery of Boxing Ireland's High Performance Programme. Working closely with the National Performance Director, the National Head Coach will lead the planning, implementation and continuous development of a world-class performance environment capable of achieving sustained international success.

The role is responsible for driving athlete and coach performance, leading the daily training environment, preparing athletes for Olympic, World and European competition, and fostering a culture of excellence, accountability, innovation and athlete-centred practice.

The National Head Coach will work collaboratively across Boxing Ireland, the Sport Ireland Institute, Sport Ireland and the wider High Performance system to ensure the programme remains aligned with the organisation's strategic objectives and international best practice.

2. Key Responsibilities

High Performance Leadership

- Lead the technical and tactical direction of the Boxing Ireland High Performance Programme.
- Develop and implement annual, Olympic-cycle and long-term performance plans aligned with Boxing Ireland's High Performance Strategy.
- Lead athlete preparation for the Olympic Games, World Championships, European Championships and all targeted international competitions.
- Establish and maintain a high-performance culture built upon excellence, accountability, innovation and continuous improvement.
- Drive technical and tactical innovation across the programme and promote a collaborative, respectful and high-performing coaching environment.



Athlete Performance

- Lead the technical development of Boxing Ireland's High Performance athletes.
- Oversee individual athlete performance plans in collaboration with the multidisciplinary team.
- Monitor athlete progression against agreed performance objectives and key performance indicators.
- Ensure coaching practice is evidence-informed and aligned with Boxing Ireland's performance philosophy.
- Promote athlete ownership, accountability and continuous development.

Coach Leadership

- Lead, mentor and support the High Performance coaching team.
- Promote consistency, collaboration and knowledge-sharing across all coaches.
- Provide regular performance feedback and contribute to coach development planning.
- Support succession planning and the development of future High Performance coaches within Boxing Ireland.
- Foster a culture of lifelong learning and professional development.

Multidisciplinary Integration

- Work collaboratively with the Sport Ireland Institute multidisciplinary team, including Strength and Conditioning, Performance Nutrition, Sports Medicine, Physiotherapy, Performance Psychology, Physiology and Performance Analysis.
- Integrate sport science and medicine into everyday coaching practice.
- Ensure athlete preparation is informed by objective performance data and evidence-based practice.
- Promote regular communication and collaboration across all support disciplines.

Strategic Leadership

- Support the National Performance Director in delivering Boxing Ireland's High Performance strategic initiatives.
- Contribute to strategic planning and annual operational planning processes.
- Assist in the development of performance policies and operational procedures.
- Contribute to programme evaluation, reporting and continuous improvement initiatives.
- Identify opportunities for innovation that enhance international competitiveness.

Governance and Stakeholder Engagement

- Develop productive working relationships across Boxing Ireland's volunteer committee structure.
- Work strategically with the Central Council, High Performance Advisory Committee and other governance bodies to ensure alignment between organisational priorities and High Performance objectives.
- Operate within Boxing Ireland's governance framework, policies and decision-making processes.
- Support the implementation of transparent athlete selection policies and governance procedures.
- Represent Boxing Ireland professionally with Sport Ireland, the Sport Ireland Institute, the Olympic Federation of Ireland, Sport NI, World Boxing and other key stakeholders.



- Build positive relationships with clubs and the wider boxing community to strengthen the national performance pathway.

Athlete Welfare

- Promote an athlete-centred, safe and inclusive High Performance environment.
- Foster positive relationships built upon trust, respect and open communication.
- Champion athlete welfare, safeguarding and wellbeing throughout the programme.
- Promote psychologically safe training environments that support both performance and personal development.
- Encourage behaviours that reflect Boxing Ireland's values and culture.

Performance Systems and Innovation

- Utilise contemporary coaching technologies, athlete management systems and performance analysis software.
- Integrate objective performance data into coaching practice and decision-making.
- Support the development of data-informed performance monitoring systems.
- Encourage innovation and the adoption of emerging technologies where appropriate.

Operational Management

- Contribute to annual budget planning and effective resource allocation.
- Assist in the recruitment, induction and performance management of High Performance staff.
- Support the planning and delivery of domestic and international training camps and competitions.
- Produce timely reports for the National Performance Director and High Performance Committee.

Representation

- Represent Boxing Ireland professionally at domestic events, including the National Elite Championships, and at international competitions.
- Act as an ambassador for the organisation at all times.
- Engage positively with athletes, coaches, officials, media and stakeholders.
- Promote the values and reputation of Boxing Ireland through exemplary professional conduct.

3. Terms of Appointment

- The position will be based at the Sport Ireland Institute, National Sports Campus, Abbotstown, Dublin 15.
- The role requires flexibility to work evenings, weekends and public holidays where necessary.
- Extensive international travel will be required throughout the Olympic cycle.
- Appointment will be subject to satisfactory reference checks, Garda Vetting (police checks where applicable) and proof of eligibility to work in Ireland.



Flexibility Statement

This job description is not intended to be exhaustive or exclusive. It outlines the general nature and key responsibilities of the role but may be amended from time to time to reflect the needs of Boxing Ireland, the development of the post and changes within the organisation.

The postholder may be required to undertake other duties that are reasonably consistent with the role, grade, skills and experience of the postholder. Any significant changes to the role will be discussed with the postholder in line with normal organisational processes.