



## **Pathway Development Lead**

**Organisation:** Boxing Ireland

**Reports to:** National Performance Director (NPD)

**Works closely with:** Central Council, Coaching Commission, Provincial Units

**Location:** Based in the High Performance Unit, Abbottstown and other locations as required by the role, from time to time.

**Contract Type:** Full time, Initial 3-years fixed term

### **Purpose of the Role**

The Pathway Development Lead will be responsible for developing and implementing Boxing Ireland's athlete pathway strategy. The role will ensure that youth and development athletes (U17, U19, U23) are supported with appropriate programmes, resources, and opportunities to transition successfully into senior elite boxing and the High Performance Unit (HPU). The role will also enhance support for athletes beyond performance alone, with an emphasis on education, scholarships, and personal development, ensuring a holistic pathway experience.

### **Key Responsibilities**

#### Pathway Strategy & Planning

- Lead the development and delivery of a national pathway strategy in alignment with Boxing Ireland's High Performance vision.
- Develop annual plans and reports for pathway activity, in consultation with the NPD and Central Council.
- Collaborate with Central Council to design annual competition plans that create opportunities for youth boxers' further competitive development.
- Support the integration of provincial development programmes within the pathway strategy, ensuring alignment and consistency across units.

#### **Team Coordination & Athlete Development**

- Work with the Coaching Commission to coordinate youth national teams (U17 and U19), including selection, preparation, and competition planning.



- Collaborate with Central Council on the development and implementation of robust selection procedures for youth and junior age categories.
- Collaborate with the relevant committees to ensure technical and tactical development within pathway activity reflects the Boxing Ireland's high-performance standards.
- Create education opportunities around the cultivation of a high-performance mindset and lifestyle among pathway athletes to ensure readiness for elite senior performance and international duties.
- Promote athlete support opportunities in education, including third-level scholarships and other funding supports, integrating them as a core part of the pathway.
- Organise workshops and educational sessions in areas such as nutrition, psychology, strength and conditioning, lifestyle management, and balancing sport with education following a dual career pathway.

### **Performance Support & Analysis**

- Work with the HPU to integrate performance analysis into pathway programmes and educate athletes and coaches on its application.
- Ensure access to appropriate sport science, lifestyle, and welfare support services.

### **Collaboration & Governance**

- Work closely with the Central Council, Boxing Ireland's Coaching Commission, provincial units, and club coaches to align pathway activity with the broader Boxing Ireland Strategy.
- Collaborate with the Coaching Commission to appoint pathway coaching staff and support personnel.
- Promote best practice in governance, safeguarding, and athlete welfare throughout the pathway.

### **Communication & Engagement**

- Act as a key link between club coaches, provincial units, and the HPU.
- Build strong, collaborative relationships across the boxing community to ensure a coherent and inclusive pathway.



- Engage actively with athletes, parents, schools, and scholarship providers to promote and support dual-career pathways.

### **Essential Criteria**

- Experience of working within boxing or in high-pressure sport environments.
- Experience in athlete development, pathway planning, or talent systems in a high-performance sport.
- Excellent organisational, reporting and administrative skills.
- Strong communication and interpersonal skills with the ability to engage effectively with athletes, coaches, committees and stakeholders.
- Demonstrated ability to problem-solve, think strategically, and drive initiatives forward.
- Knowledge of sport governance, safeguarding, and best practice in athlete development.
- Ability to work flexibly across multiple locations and manage a varied workload.
- Self-starter with a passion for continuous learning around athlete development and high-performance sport.
- Valid Garda vetting clearance.
- Full clean driver's license.

### **Desirable Criteria**

- Third level degree in Sport Science, Coaching Science or a related field (preferably with a focus on talent development).
- Experience coordinating multi-disciplinary teams.
- Familiarity with performance analysis tools and athlete monitoring systems.
- Previous involvement in managing youth or development teams in an international context.
- Experience working with educational institutions, scholarship providers, or athlete dual-career programmes.



### **Key Attributes**

- Exceptional communication skills.
- Forward-thinking and innovative.
- Collaborative and inclusive in approach.
- Resilient and adaptable in dynamic sporting environments.
- Passionate about supporting athlete potential and progression.

Salary - €45-€50,000 commensurate with experience.