



BOXING IRELAND PERSON SPECIFICATION

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

Applicants will be assessed against the essential and desirable criteria below. Essential criteria must be clearly demonstrated through the application and selection process.

KEY ATTRIBUTE	ESSENTIAL	DESIRABLE
Qualifications	Minimum recognised 2-Star International Coaching Qualification, or equivalent recognised international coaching qualification.	- Third-level qualification in Coaching Science, Sport Science, Performance Science, Sports Management or a related discipline. - Formal qualification in leadership, governance or sports management. - Training in governance, ethics or safeguarding within sport.
Previous Experience	- Minimum seven years' experience coaching within a national High Performance programme or equivalent international performance environment. - Experience as a boxing coach at a minimum of one Olympic Games. - Proven experience preparing athletes for Olympic Games, World Championships and Continental Championships. - Experience leading and managing High Performance coaches. - Experience working within an integrated multidisciplinary support environment. - Experience operating within an athlete-centred High Performance system. - Experience contributing to organisational planning and programme development.	- Experience leading programmes across an Olympic cycle. - Experience contributing to organisational strategy and performance planning. - Experience using athlete management systems such as Kitman Labs or equivalent. - Experience managing performance budgets and operational resources. - Experience working within culturally diverse international performance environments. - Media engagement and public-speaking experience.
Knowledge and Understanding	- Comprehensive understanding of elite international boxing and Olympic High Performance systems. - Thorough understanding of long-term athlete development principles. - Strong understanding of contemporary coaching methodology and evidence-informed practice. - Understanding of athlete welfare, safeguarding and safe-sport principles.	- Understanding of the Irish High Performance sport system. - Understanding of Sport Ireland's International Carding Scheme and athlete funding mechanisms. - Knowledge of the roles and responsibilities of Sport Ireland, the Sport Ireland Institute, the Olympic Federation of Ireland and World Boxing.



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	• Knowledge of anti-doping responsibilities and the promotion of clean sport. • Understanding of performance-analysis technologies, athlete management systems and coaching software. • Understanding of the role of sport science within elite performance environments.	
Leadership, Skills and Competencies	• Outstanding leadership capability. • Excellent written and verbal communication skills. • Strong interpersonal and relationship-building skills. • Ability to collaborate effectively with multidisciplinary teams. • Ability to lead, inspire and develop coaches. • Excellent planning, organisational and time-management skills. • Strong analytical and problem-solving ability. • Sound decision-making under pressure. • High emotional intelligence. • Integrity, professionalism and accountability. • Ability to manage competing priorities within a demanding international programme.	—
Governance	• Understanding of good-governance principles within sport. • Experience working collaboratively with volunteer committees, boards or governance structures. • Ability to operate effectively within Boxing Ireland's governance framework. • Ability to work strategically and collaboratively with Boxing Ireland's volunteer committee structure in support of organisational and High Performance objectives.	—
Other Requirements	• Willingness and ability to relocate to Ireland, preferably within commuting distance of Dublin. • Availability for extensive domestic and international • Full, valid driving licence. • Ability to work independently and travel throughout Ireland as required. • Eligibility to work in Ireland or ability to obtain the necessary employment permissions.	—
Personal Attributes	• Inspirational and collaborative leadership style. • Strategic thinking with a long-term performance focus. • Professionalism, integrity, humility and strong ethical standards. • Resilience and composure under pressure. • Adaptability and openness to innovation. • Excellent judgement and decision-making. • Genuine commitment to athlete welfare and coach development. • Solutions-focused mindset and commitment to continuous improvement. • Passion for delivering sustainable international success for Boxing Ireland.	—