



Acting Head of Games Development, Waterford GAA

Cumann Lúthchleas Gael is Ireland's leading sporting and cultural organisation with membership approaching one million people and in excess of 500,000 playing participants at all levels. Inspired by its amateur status and supported by the voluntary efforts of all its members, the GAA devotes its entire resources to the development of Gaelic Games and Culture nationally and in local communities.

The GAA, in conjunction with Munster GAA and Waterford GAA, are now welcoming applications for the role of Acting Head of Games Development in County Waterford on a 12 month contract.

Role Summary

The Head of Games Development will play a key leadership and management role working with the County Officers and Games Development Committee in discharging their responsibility for the implementation of games development activities at club, school and county levels, and implementing National Games Development Policy.

The role holder shall also act as secretary to the County Coaching and Games Development Committee and be a member of the County Coiste na Óg.

The role holder shall be required to work 39 hours per week, which will include weekends and evenings when required, and the hours may vary depending on seasonal changes.

Principle Accountabilities include but are not limited to:

Strategic Management

- Lead, manage and monitor the efficient and timely implementation of Association policies, strategies and programmes relating to coaching and games development in the county;
- With the County Coaching and Games Committee and key County Officers lead the development and implementation of the County Games Development Strategy in the county and associated multi-annual plan;
- Drive growth and engagement across all Gaelic Games working closely with Camogie, LGFA, Handball and Rounders;
- Contribute as required to the development of GAA national coaching and games strategy and associated policies related to player and coach pathways;

People Management

- Lead and manage a team of knowledgeable, qualified and motivated personnel at county level to include responsibility for ensuring recruitment protocols are adhered to;
- Oversee and manage an effective performance management system to include the identification of goals, targets and evaluation of performance annually;
- Manage the implementation of an employee development programme;
- Lead and support a team of Coach Developers in the County to deliver coach and referee development;

Leadership and Governance



- Advise guide and support the County Coaching and Games Committee and County Officers with the development and implementation of a multi-annual games development plan;
- As a member of the County Steering Committee maximise the impact of the county plan by contributing to detail measurements of success and oversee the monitoring, evaluation, reporting and achievement of the county's objectives;
- Drive the effective use of GAA coaching and games development IT Systems by County Staff to ensure compliance with monitoring and reporting requirements;
- Ensure compliance throughout the county with coaching and games development policies and funding criteria and the highest standards in governance and delivery;
- Lead and influence the creation of self-sufficient and sustainable environments in clubs and schools by building, supporting recognising volunteer capacity and engagement;
- Oversee the recruitment, training and retention of Club Coaching Officers;

Financial Management

- Prepare and manage the annual financial budget, in conjunction with the County CEO/Operations Manager and County Treasurer, clearly identifying compliance criteria to enable the drawing down of funding for each project/initiative;
- With the County Steering Committee contribute to the allocation of resources in line with national funding framework;
- Oversee, monitor, and evaluate the investment in Coaching and Games Development in the county according to personnel and programme priorities to ensure the greatest possible impact;
- Support the identification of additional revenue streams at county level;

Stakeholder Management

- Work closely with the relevant Coaching and Games Development Committees at County level; be a member of those Committees and provide regular reports and inputs to such meetings as necessary;
- Work effectively with all key stakeholders (National GAA, Province, County, Clubs, Schools, Third Level, etc) to grow participation and increase retention rates including LGFA and Camogie
- Develop, build, and maintain effective partnerships with key local internal and external stakeholders, partners, agencies, as well as Local Authorities

Programme Management and Development

- Oversee the development and implementation of:
 - Volunteer, coach and referee pathways in the county to ensure there is sufficient number of volunteers to support delivery of programmes;
 - Participation, retention, talent and high-performance pathways in the county in aligned with the Gaelic Games Player Pathway;
 - Inclusion and diversity programmes;
 - Formal and informal games programme in conjunction with relevant organising bodies ensuring they align with national standards for child, youth and adult levels in clubs and schools;



Other

- The Jobholder is required to work and attending evening and weekend meetings/activities in line with business needs and undertake any other such projects or duties as deemed appropriate by their manager.

Experience and Skills

The successful candidate shall have:

- At least 3-5 years' experience of working in the GAA or similar sporting organisation (Voluntary or Professional Capacity);
- Strong experience of managing people and building good team relationships;
- Evident leadership, influencing and decision-making skills;
- Excellent administrative and IT skills with a solid working knowledge of IT related packages and systems;
- Proven organisational skills and demonstrable ability to effectively managing multiple projects and priorities, with a hands-on approach to getting things done;
- Excellent communication and presentation skills that can motivate change;
- Superb stakeholder management skills and experience of managing multiple projects to tight deadlines;
- Clear and detailed knowledge and experience of the GAA's coaching schemes and initiatives;
- Demonstrable knowledge and experience of best-practice coaching, learning and development strategies and tools;
- A strong interest in and understanding of Waterford GAA.

Qualifications

Essential

- A minimum Level 7 Degree (NFQ) in a relevant area;
- Level 1 GAA Coaching Qualification.

Desirable

- Qualified GAA coach education tutor;
- GAA Child Safeguarding.

Other Requirements

- Own car with a full clean driving licence.

Please note this role is subject to Garda Vetting.

Candidates interested in the above role should apply by sending an up-to-date cover letter and Curriculum Vitae to jobapplications@gaa.ie using reference **#Waterford091123** no later than 1pm on Monday 20th November 2023.

The GAA is an equal opportunities employer.