

Working at BaseballSoftballUK

ROLE PACK

PERFORMANCE PROGRAMME MANAGER

JANUARY 2025



INTRODUCTION

WORKING AT BASEBALLSOFTBALLUK

BaseballSoftballUK (BSUK) is seeking to appoint a Performance Programme Manager. The purpose of the role is to assist the Head of Performance / Performance Director in the delivery of the BSUK Performance Programme. The post holder will reporting into the Head of Performance / Performance Director and collaborating with the National Team Head Coaches and Performance Management Groups.

Since 2000, BSUK has provided services to the sports' governing bodies with the aim of developing and increasing levels of participation, skill and achievement in UK baseball and softball. Established as a not-for-profit organisation, BSUK is committed to developing the reach and participation levels in baseball and softball.

There are currently around 20,000 participants playing organised baseball/softball in a thousand teams each year. The playing population is well represented by children, undergraduates, businesses, women and the LGBTQ+ community.

In August 2020, we launched a new four-year rolling strategy titled "Two Sports, One Ambition". The strategy identified four key priorities – increasing participation, developing talent, supporting the grassroots and improving the financial sustainability of the sports and of the organisation. Our ambition is for baseball/softball is to be played in more places, by more people.

When you join BSUK, it is not just another job. You will work in a progressive development and performance agency, looking to make lasting and meaningful impact on people's lives through baseball and softball. We pride ourselves on being outspoken in our words and deeds on the place of women and girls in sport and the importance of proactive LGBTQ+ initiatives. We seek out opportunities to work in ethnically diverse communities and to introduce our sport to people who have disabilities.

BSUK employs a dynamic, skilled, and nimble team able to deliver to the needs of the two Federations and wider community. Staff cover a wide range of work areas, including Performance, Development, Operations, Finance, and Governance. The full-time and part-time staff are supported by a national team of freelancers and volunteers.

Why work for BSUK?

1. It is rewarding

A desire to build a brighter future for our sports is shared between all involved – from the board of directors to the staff and national volunteers – all working towards a common vision. There is a great deal of potential within the sports that we are all working to realise.

2. It is a great time to be involved with the sports

Baseball and softball are booming – with the number of participants having nearly tripled in the last decade. This is an exciting time to be employed in the sports thanks to funding partnerships with Sport England, UK Sport, Major League Baseball and the Mayor of London's Office, an opportunity for the national teams to qualify for the Olympics in 2028 and Major League Baseball events coming here.

3. Never a dull moment

The role is varied – no two days will be the same. There's scope to develop the role and help the organisation reach the next level.

4. Build your network

You will be working with a wide range of companies, meeting new people and exploring new opportunities.

5. Flexible working policy

We operate a progressive Flexible Working Policy.

You can learn more about us [here](#).

JOB DESCRIPTION

PERFORMANCE PROGRAMME MANAGER

JOB TITLE: Performance Programme Manager

RESPONSIBLE TO: Performance Director

LOCATION: Head Office at The 108 Brent Cross, with remote working options

HOURS: Permanent, Full time, 37.5 hours per week

PAY BAND: £28,632 – £34,739 per annum

APPLICATION DEADLINE: Application closes at 11:59pm on 1 February 2025

Role Summary

The purpose of the role is to assist the Head of Performance / Performance Director in the delivery of the BSUK Performance Programme.

The post holder will reporting into the Head of Performance / Performance Director and collaborating with the National Team Head Coaches and Performance Management Groups.

To shape and enhance a sustainable talent system and performance programme in order to provide an over supply of athletes equipped and ready to compete on the international stage.

This role is deemed as part of a succession plan and development opportunity for future leader / Performance Director.

Additional Responsibilities as a Member of Staff

As a member of the staff team, role will be expected to be prepared to contribute across a wide range of activities, accepting collective and individual responsibility, where needed and necessary. At times, this may include becoming involved with regional work, directly delivering activities or working upwards to shape the strategic direction of the organisation. All staff are expected to be organised and administratively sound, assisting others where necessary.

Job descriptions cannot be exhaustive and the post-holder may be required to undertake other duties broadly in line with the above key responsibilities.

The Benefits

- Competitive salary
- Great holiday and flexi days allowance
- Strong Flexible Working Policy (helping to balance some out-of-hours working)
- Resilience-focused culture, placing your personal wellbeing first
- Pension plan
- Home working financial allowances.
- Regular staff training and CPD opportunities.
- and much more of the sorts of things you'd expect from working in a sports organisation



PERSON SPECIFICATION

PERFORMANCE PROGRAMME MANAGER

Main tasks and responsibilities

Contribute to the achievement of the performance programmes aims, objectives and targets through the following:

- Manage the delivery of a systematic and evidenced-based performance programme aligned to the LA2028 Performance Strategy.
- Support the Performance Director in developing and delivering the LA2028 Performance Strategy.
- Oversee and manage the implementation and delivery of Academy and High Performance Academy Programme.
- Implement a Key Performance Indicator (KPI) framework that effectively and accurately measures the impact of the Academy and HPA programme.
- Ensure trends, gap analysis and technical input is continually considered, cascading Podium level intelligence and insights down the pathway, using effective solutions.
- With the Head Coach implement an International Scouting and Talent Identification system that proactively locates and flags emerging talent for the National Teams of both Baseball and Softball and objectively describes and quantifies the characteristics of a future elite level athlete.
- Contribute to the “What it Takes to Win” project and feed in regular updates in line with the international performance landscape.

Key Relationships

The postholder will be expected to support the management of mutually beneficial strategic and operational relationships with the British Softball Federation, the British Baseball Federation, UK Sport, Sport England, the British Olympic Association and British Paralympic Association, athletes and the British Athletes Commission, TASS, SportsAid, Backing the Best, the Board, Senior Leadership Team and wider staff.

National Governing Body Alignment

- Facilitate alignment between the National Teams’ activity with a particular focus on a consistent approach to Talent Profiles, Competition Strategies, understanding Performance Gaps and Technical Models of Development.
- Implement Sports Science and Sports Medicine support services as guided by the Head of Performance Systems.
- Contribute to and Educate those within the Pathway on emerging performance thought.

Tracking and Monitoring

- Working with the Head of Performance / Performance Director, design and implement a ‘Benchmarking – Tracking and Monitoring System’ that captures the key development markers of identified athletes progressing through the Performance Programmes. Utilise this information to understand and communicate to the wider sport the discriminating factors that predicts success at an elite level.
- Undertake discrete research projects to further inform the improvements required for elite international success.
- Undertake regular gap analysis of the international sporting environment pinpointing threats and opportunities, ultimately informing the timing and targeting of future events and recruitment opportunities
- Design and implement National and International benchmarking practices that allow an athlete’s individual progression to be objectively quantified against a medal winning trajectory.



SKILLS AND EXPERIENCE

PERFORMANCE PROGRAMME MANAGER

	Essential	Desirable
Experience		
A background and recent experience in elite sport.	✓	
Involvement in the creation or delivery of a sports performance system.	✓	
Performance coaching experience.	✓	
An understanding of elite coaching, competition and talent pathways.	✓	
Data informed performance analysis skills.	✓	
Experience of managing budgets and allocating resources.	✓	
Working knowledge of international baseball and softball competitions.		✓
Qualifications & Training		
Relevant degree level qualification in related area.	✓	
Evidence of ongoing personal development.		✓
Knowledge		
Applied knowledge of UK World Class Performance System.	✓	
An understanding of the needs of elite coaches.	✓	
Technical understanding Talent Identification, Confirmation and Development within a performance environment	✓	
An understanding of coaching, sports science, medicine and performance lifestyle disciplines as they relate to the talent identification and promotion of exceptional sporting talent in baseball and softball.		✓
An understanding of the issues faced by those responsible for developing athletes for Senior international success.		✓

SKILLS AND EXPERIENCE

PERFORMANCE PROGRAMME MANAGER

	Essential	Desirable
Skills		
Strong desire to excel through continuous personal growth and development.	✓	
A creative thinker with the tenacity and confidence to see things through to implementation and completion.	✓	
Strong statistical abilities.	✓	
Outstanding communication skills: written, verbal and presentational.	✓	
Strong planning and organisation skills, with the ability to delegate and empower.	✓	
An ability to work flexibly, and under pressure, adapting to situations as they change.	✓	
Problem solver, making good decisions with a 'can do' attitude.	✓	
Other		
Able to work away from home from time to time.		✓
Able to travel independently.	✓	



HOW TO APPLY

Applications should be made online by clicking [here](#).

You will be asked to provide information about your background and education as well as providing us with a personal statement that reflects the job description and person specification.

For more information, please contact gary.anderson@bsuk.com

Interviews are scheduled to take place the following week and/or on a rolling basis as suitable applications are received. Feedback will be provided to candidates who are invited to interview and are unsuccessful.



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