

Advert for KNCU High Performance, Development and Growth Manager (HPDG Manager)

Background

The KwaZulu-Natal Canoe Union (KNCU) is looking for a high calibre person to take up a management position in the KNCU Union with oversight and accountability for the KNCU High Performance and Development programmes and also to contribute towards the growth of the canoeing sport through support to innovative marketing and product development initiatives.

A key function of the post will be to set up and sustain a high performance programme that would result in the development of high performance paddlers from the KNCU Development Programme specifically, but also foster and develop a pipeline of high performance paddlers from the junior ranks of the KNCU affiliated schools and clubs in disciplines that will result in provincial and national representation, including sprinting, flat water marathons and Canoe Polo. The HP programme will take place across 4 sites in the province.

The initial contract will be for a 12 month period, with contract renewal dependent on sustained or expanded funding for the programmes going beyond October 2017; The HPDG Manager should be in a position to start no later than the 1st November 2016 or shortly thereafter. The salary contract is negotiable, based on skills and experience, but the threshold is limited by funds earmarked for the role

Applications including CV must be submitted to the KNCU Administrator, John Oliver per e mail. kncuad@sai.co.za Enquiries can be directed to John Oliver on 0825502859 Applications must be submitted no later than Monday **26th September 2016**. Detailed Job description and requirements are set out in **Annexure A** attached.

Annexure A

1. Role of KNCU High Performance, Development and Growth Manager (HPDG Manager)

The KNCU High Performance, Development and Growth Manager will be responsible for the following

- Provide **leadership** and **strategic and operational management** of the high performance and development programmes of the KNCU including the establishment of performance goals and standards and indicators for the programmes and the monitoring thereof.
- Ensure proper compliance with the conditions of the High Performance grant including **narrative reporting** to DSR, KNCU and other key role players and stakeholders with regard to progress of the programme in achieving its performance targets..
- Further **fund raising** and management of the KNCU High Performance and Development Programmes budget in conjunction with the KNCU Finance component including **expenditure projections**, budget expenditure planning
- The direct **management of the staff/contracted coaches** of the KNCU that will contribute towards the achievement of the KNCU High performance goals including the **Development Programme** and its management and coaches, as well as the service contracts of **KNCU High Performance coaches** and/or the KNCU “ High Performance paddler subsidy system.
- Strong **communication, marketing and networking** skills with specific focus on the institutional arrangements between the various public and private role players involved in both High Performance and Development The HPDG Manager will also contribute towards the KNCU Unions marketing and product development activities to ensure the growth of participation in the sport of canoeing
- The establishment and management of **High Performance systems and procedures** for the programme including talent identification, athlete selection, scientific performance monitoring and analysis of the cohort of High Performance paddlers within the KNCU High Performance system both individually and as a group.

2. Requirements

- Proven skills and experience in the strategic and operational management of a sports programme of the scope and scale of the existing Development and High Performance and Development programme;
- Proven experience in fund raising and familiarity and experience in the management of budgets;
- Proven experience in the management of people and the performance of staff and coaches
- Report writing skills;

- Proven skills and experience in communication, marketing, branding, networking and product development
- Proven Skills in the establishment and maintenance of high performance sports programmes with respect to talent identification, selection, athlete management and monitoring; specific knowledge and experience of canoe high performance would be an advantage
- Proven skills and experience of working in sports development

The candidate should have a Sports Science Management qualification or related technical or management qualification and at least 5 years experience of sports programme or equivalent management. As a significant component of the programme involves the KNCU Development programme, the candidate would be able to demonstrate the skills, ability and experience to work within a sports development context, and the necessary ability to engage and manage issues of diversity and transformation.

3. Selection and Evaluation Grid

Description	weighting
Proven skills and experience in strategic and operational management of a sports programme	25
Proven skills and experience in the maintenance of high performance sports	15
Proven skills and experience in fund raising and budgeting	20
Proven skills and experience in managing staff	15
Proven skills and experience in communication, marketing, branding and product development	15
Proven skills and development of working in a sports development programme	10
	100