



GB SNOWSPORT (GBS)

JOB DESCRIPTION

Para Alpine Lead Ski Technician

BACKGROUND

Our vision is for Great Britain to have more athletes, across more classifications and events, achieving more Podium results at World Cup level, World Championships & Olympic and Paralympic Games than ever before.

Athlete First

All efforts are directed towards the "athlete".
Provide challenge and support to our athletes.
Promote academic, professional, and personal development (the "Whole Athlete").

Performance

Achieve competitive excellence (mentally and physically).
Provide best in class coaching.
Grit: we approach everything we do with passion and perseverance.
Optimise performance through a holistic, science -based approach.

Culture

Create a performance focused culture in each area of the organisation.
Develop leadership abilities and potential of the team.
Attract and retain the best people.
Improve internal communications.
Ensure integrity in everything we do.
Ensure a diverse, inclusive, healthy culture.

Partnerships

Deliver an edge to our athletes by data driven performance analysis, in conjunction with the world's best research and innovation in snowsports.

Technology

Best in class products and services to support the athlete.
Create winning technology that gives us the advantage over our competitors.

Engagement

Create a digital marketing strategy to promote our athletes and attract new sponsors.
Promote athlete achievements across all media platforms, enabling the individual athletes to become recognised household names across Great Britain.





Role Purpose

The purpose of the role is to ensure the effective delivery of the ski and wax programmes across all Para Alpine classifications and events for both athletes and guides.

Reporting

Reports to: Para Alpine Lead Performance Coach

Direct reports: N/A

Hours/ Location

An average of 35 hour per week based at home with significant national and international travel. There will be some evening, weekend and public holiday work which will require flexible working to maintain a positive work-life balance.

RESPONSIBILITIES

The Para Alpine Lead Ski Technician is expected to ensure the effective delivery of the ski and wax programmes across all Para Alpine classifications and events for both athletes and guides to compete successfully in World Cup, World Championship and Paralympic competitions. The Para Alpine Lead Ski Technician must be accustomed with world leading techniques for preparing top level athletes skis and boots, maintain relationships with key providers and prepare a detailed preparation plan for effective ski tuning equipment, costing and ordering.

Team Leadership and Management

- The Para Alpine Lead Ski Technician strives to support a positive environment for the athletes and support staff
- The Para Alpine Lead Ski Technician is knowledgeable and involved in the specific details of the programmes including specific training strategies, responsibilities, individual athlete performance goals and strategies to establish these goals.
- The Para Alpine Lead Ski Technician must anticipate and plan for changes in the disciplines and work closely with the team to devise new strategies for addressing these changes
- The Para Alpine Lead Ski Technician should collaborate

Collaborate with Programme Manager

- Communicate directly and regularly with Programme Manager to learn of and appraise plans, changes to plans and deal with other issues as necessary
- Assist with management of FIS/IPC issues and international direction of the sport, including tracking and evaluating what other programs are doing and how it might affect ours.
- Assist with Development of Domestic issues





Elite Team

- To undertake ski and boot servicing for both racing and training as required.
- Experience of preparing skis to World Cup, World Championship and Paralympic standard is required and experience of the Paralympic World Cup racing environment would be an advantage.
- To support structured training and competition plans, both on and off snow and to optimise physical and technical training for each athlete.
- To build effective relationships with ski manufacturers and other partners as required.
- To undertake research and development into skis and other equipment and prepare reports and recommendations as needed.
- To prepare and plan for the effective delivery of ski tuning equipment, costing and ordering as required.
- To manage and maintain ski tuning equipment.
- To support commercial sponsorship plans and arrangements.
- To report to Para Alpine Leadership Team (monthly and ad hoc) on athlete progress, performance and budgets etc.
- To provide advice and guidance to Para Alpine Leadership Team and to the whole team.

General Accountabilities as part of the GBS team

- To ensure that the standards of GBS are upheld at all times through personal buy-in
- To maintain a good working knowledge of GBS objectives, athletes, commercial partners etc and developments in the sport
- To build, manage and maintain strong team relationships and maximise communication within the team
- To represent GBS in a professional and positive manner with both internal and external stakeholders and in doing so reflect the values of the organisation
- Ensure that the principles of good governance are encompassed within the delivery of your programme, in accordance with best practice
- To ensure the welfare/ wellbeing of athletes within the World Class Performance Programme is considered as the highest priority
- Work with the Senior Leadership Team to drive the development of a High Performance Culture
- Contribute to the annual Performance Review, including the production of regular reports/ updates as required
- To ensure that the values and positive performance culture of GBS is maintained and delivered in the daily training and competition environment
- Ensure that there is equality of opportunity throughout the programme
- To share ideas and make suggestions to improve the organisation.
- To follow all GBS policies and procedures
- To undertake any other duties that may reasonably be required in furtherance of the objectives of GBS





Safeguarding

GBS is committed to safeguarding all children and adults and expects all employees, contractors and volunteers to share our commitment. You will be required to follow all safeguarding policies and processes and attend safeguarding training relevant to your role.

Anti-Doping

The post-holder is required to be fully conversant with the core requirement of the WADA Anti-Doping Code and its requirements on Coaches and Team Support Personnel to set a good personal example in this field. When directly working with athletes, the post-holder has a responsibility to inform them appropriately of the Code's application to support the fully compliant GBS Anti-Doping Policy.

COMPETENCIES & EXPERIENCE

- Demonstrate a deep understanding of technical requirements of an effective ski and wax set up
- Ability to positively impact high potential athletes
- Ability to listen effectively and question intelligently in order to creatively explore challenges and propose solutions
- Supports and promotes the vision, mission and core values of GBS in professional image, personal interactions and communications
- Excellent written and oral communication skills in English
- Other languages are a bonus
- Must be organized and detail oriented
- Is able to manage more than one project at a time
- Self-driven, flexible, a good listener and facilitator
- Ability to follow through with projects on own and with a group
- Works well in a team environment
- Accounting and budget management skills
- Computer skills including Microsoft Word, Microsoft Excel, and using Internet email access
- Knowledge of video analysis software
- Must possess a valid passport and have the ability to travel both domestically and internationally
- Must possess a valid drivers license and have a satisfactory driving record

GBS DIVERSITY AND INCLUSION STATEMENT

GBS is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, colour, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or





mental disability, genetic information, or any other characteristic protected by the Equality Act 2010. GBS is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, access to facilities and programmes and general treatment during employment.

VALUES & BEHAVIOURS

All candidates should be able to evidence behaviours aligned to our values:

OUR VALUES

Athletes

Our athletes come first. Our success is made by them. Our ambition is to support them in everything they do in order to allow them to reach their true potential.

Culture

We create a strong sense of team, in which everyone is a vital member. Gold medals come from true teamwork.

Engagement

We have a dedicated focus on reaching the global snowsport audience of one billion.

Partnerships

GB Snowsport builds and nurtures strong partnerships – it's the only way we grow stronger together.

Performance

Promoting performance is key to everything we do. Only by putting performance first will we deliver the results we need to fulfil the vision.

Technology

We deliver an edge to our athletes by data driven performance analysis, in conjunction with the world's best research and innovation in snowsports.

