High Performance Development Director
Job Description

U.S. Figure Skating, the National Governing Body for the sport of figure skating, located in Colorado Springs, Colorado, is accepting applications for the position of High Performance Development Director. U. S. Figure Skating is a member of the United States Olympic Committee (USOC), and the International Skating Union (ISU).

Qualifications:
Must have an extensive background in developing figure skaters at all levels and a thorough understanding of the attributes that are needed for an athlete/team to be successful to compete internationally and ultimately for the podium at ISU Championship events and the Olympic Winter Games.

Must have highly developed written/verbal communication, organization and planning skills and the ability to work on multiple projects simultaneously while meeting deadlines. Additionally, the candidate must have the ability to establish rapport with multiple internal and external groups, including coaches, athletes, parents and volunteers.

A Bachelor’s Degree in sport management, business, marketing or equivalent is preferred, but is not necessary.

Must have working knowledge of computer platforms, including word, excel, etc.

Must be able to travel extensively and work weekend hours.

Classification: Exempt Employee

Reporting Requirement: Reports to the Senior Director, Athlete High Performance

Salary: Commensurate with experience

Application: Send letter of application and resume to: Mitch Moyer, U.S. Figure Skating, 20 First Street, Colorado Springs, Colorado 80906 or to mmoyer@usfigureskating.org. No calls will be accepted. Applicants will be accepted until the position has been filled.

Scope
The High Performance Development Director (HPD) identifies and monitors talented athletes/teams throughout the competitive pipeline, using data from performance markers, fitness ability through S.T.A.R.S., and observation to help achieve high performance success for U.S. Figure Skating.

Duties and Responsibilities
In coordination with the Senior Director, Athlete High Performance and Senior Director, Athlete Development, the HPD’s duties and responsibilities include, but are not limited to, (i) monitoring the performance and progress, and providing support to individual athlete’s/team’s at the developmental levels (novice and junior) of U.S. Figure Skating’s competitive athlete pipeline, (ii) creating individual educational opportunities for coaches of identified athletes, and (iii) assisting with curriculum for programs delivered to competitive athletes at the Juvenile – Junior levels.
Detailed Duties and Responsibilities

Athlete Tracking

- Work with the Senior Director, Athlete High Performance and provide input to the High Performance Plan on the development of single skating, pairs and dance in the U.S. which would include:
  - Identification of talented athletes at all competitive levels, with an emphasis on Juvenile through Novice athletes.
  - Data tracking (IJS/technical performance markers, S.T.A.R.S. fitness assessments, sports psychology and other evaluation systems) of athletes appearing to be exceptional performers.
  - Analysis of strengths and weaknesses of coaches and athletes in the International Selection Pool (ISP) and High Performance Developmental Pool (HPDP).
  - Provide individualized education and support for coaches of identified athletes.
  - Monitoring of novice and junior level exceptional performers.
  - Provide input to the International Committee and the respective discipline groups on the progress of the ISP and HPDP athletes.
  - Develop recommendations for adding exceptional novice and junior athletes to the HPDP.

- Support the progress of novice and junior ISP and HPDP athletes:
  - Work with the Senior Director, Athlete High Performance and the U.S. Singles High Performance Consultant to oversee the progress of ISP and HPDP athletes.
  - Work with the Senior Director, Athlete High Performance and the Director, Sports Sciences and Medicine to monitor productivity and the health and wellness of ISP and HPDP athletes.
  - Evaluate the progress of novice and junior ISP and HPDP athletes/teams through video and/or on site evaluations during the season.
  - Provide individualized education and support for ISP and HPDP coaches.
• Assist coaches and athletes on creating a detailed yearly plan for novice and junior ISP and HPDP athletes:
  ▪ Prioritize specific areas to improve on a strategic time line and identify resources to assist with improvement.
  ▪ Provide input to the International Committee on the competitive schedule for ISP and HPDP athletes.
  ▪ Oversee the progress of identified areas of improvement.
  ▪ Schedule follow-up meetings with coaches to monitor progress.

Coordination with the PSA, Athlete Development Department, Sports Science, etc.:
  ▪ Provide input into the curriculum of Athlete Development Programs delivered to juvenile – junior level athletes, based in part on the analysis of strengths/weakness of HPDP athletes.
  ▪ Work with the PSA to implement coaching initiatives identified by the high performance department and athlete development department.
  ▪ Provide on-and/or off-ice presentations at camps and seminars at all levels, as appropriate.

High Performance Plan
• Work with the Senior Director, Athlete High Performance to solicit “expert views” from other federations and National Governing Bodies on successful programs and initiatives.

• Strategize with the Senior Director, Athlete High Performance and with discipline specific elite coaches in the U.S. and internationally on ideas to gain a global leadership role for the U.S. in all disciplines.

Camps and Seminars
• Assist in the planning with the Senior Director, Athlete High Performance of content for high performance camps and seminars.

• Attend camps and seminars during the season, as requested.

Training Facilities
• Work with the High Performance, Athlete Development and Membership Departments, along with relevant committees, to develop a model of expanding group based teaching in singles through higher levels, to help reduce daily training costs and increase/retain membership – for competitive skaters.