

UKSI Director of Athlete Services

RECRUITMENT PACK

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A WELCOME FROM THE UKSI INTERIM CHAIR



Thank you for your interest in joining the UK Sport and Institute Group as Director of Athlete Services in the UK Sports Institute.

This is an incredibly exciting time to consider joining the UK Sports Institute as, in partnership with the National Governing Bodies of sport, we are embarking on a significant change programme to execute a new strategy for Olympic and Paralympic system performance support to drive competitive advantage for British athletes. To maximise the delivery of this new strategy, we are mid-way through restructuring the organisation and now we are seeking a system leader to join our Senior Leadership Team as Director of Athlete Services.

As part of the UK Sport and Institute Group you will sit at the heart of the UK high performance sport system. You will have direct accountability for the quality, integrity and impact of athlete services across Olympic and Paralympic programmes, influencing competitive advantage, athlete health, wellbeing and system performance across the entire UK high-performance landscape.

This is a strategic, system-shaping appointment requiring the credibility to lead at Games time, the authority to challenge performance assumptions, and the judgement to balance innovation, assurance and athlete-centred decision-making at scale.

These opportunities do not come around frequently and if you believe you have the attributes and experience we are seeking, we would love to hear from you.



Rachel Baillache
Interim Chair
UK Sports Institute

ABOUT THE ROLE

The British Olympic and Paralympic family are looking for an outstanding leader to join them as Director of Athlete Services for the UK Sports Institute (UKSI).

The UKSI purpose is to drive competitive advantage through world leading innovation and expertise, adding tangible performance value to Olympic and Paralympic athletes, coaches and programmes.

The Director of Athlete Services will lead a diverse, multi-disciplinary portfolio spanning athlete support, specialist services, sport services and clinical governance. They will play a pivotal role in shaping and delivering the UK Performance Support Strategy in partnership with UK Sport, NGBs, Home Nation Institutes, the BOA, BPA and BEAA.

The postholder will ensure the delivery of world-leading, evidence-based athlete services that provide clear competitive advantage, while offering strong executive leadership through system change, heightened scrutiny and the unique pressures of the Games environment. As a visible champion of athlete-centred practice, inclusion, governance and assurance, they will represent the organisation with authority at Board level, across the high-performance system and on the international stage



ABOUT THE PERSON

We are looking for an experienced executive leader with a strong record of translating strategy into delivery at scale. You will bring direct experience from Olympic or Paralympic high-performance programmes and have experience of leading in major competition Environments (Oly/Para or professional sport).

You hold credibility across performance, health, coaching and technical domains, supported by your ability to influence senior leaders and navigate complex stakeholder systems.

You exercise sound judgement, leading innovation while upholding rigorous clinical, ethical and performance governance.

Your leadership style blends challenge, care and accountability. You build trust, set high standards and enable individuals and teams to perform at their best

As part of the UK Sport and Institute Group you will sit at the heart of the UK high performance sport system, you will need personal and professional credibility with our partners and sports, being visible in their environments and developing deep relationships with the performance directors in sports and maintaining real 'customer focus' to drive competitive advantage and provide specialist services and expertise that raise the standard of athlete support, in areas that sports are unable to deliver effectively themselves.



JOB DESCRIPTION



Role Summary:

The Director of Athlete Services is one of 3 Executive Directors that, with the Managing Director, make up the Senior Leadership Team at the UKSI. This is a critical role in leading the execution of the UKSI's responsibilities within the UK Performance Support Strategy. The UKSI's specific responsibility is to:

- Drive competitive advantage through world leading innovation and expertise, adding tangible performance value to (funded) Olympic and Paralympic athletes, coaches and programmes.
- Provide specialist services and expertise that raise the standard of athlete support, in areas that sports are unable to deliver effectively themselves.

This role involves leading and being accountable for the Athlete Services functions of the organisation, including: Athlete Support (involving athlete grant management and Performance Lifestyle), Specialist Services [such as Medical Services, the IRU and Mental Health], and Sport Services (where UKSI service delivery hub sites are managed and practitioners are provided to work with sports in situ). As a member of the Senior Leadership Team, responsibility will also include:

- Maximising the opportunities of being part of the UK Sport & Institute Group.
- Working in partnership with National Governing Bodies, the Home Country Sports Institutes and other key stakeholders to enable system-wide execution of the UK Performance Support Strategy.

All leaders in the UKSI are expected to champion equality, diversity and inclusion in their teams and across the organisation. In addition, the SLT are expected to contribute directly to the creation of the annual Diversity and Inclusion Action Plan (DIAP).

JOB DESCRIPTION (CONT)



Key responsibilities:

- Along with members of the UKSI SLT, lead the UKSI through change, delivery of the UK Performance Support Strategy and driving a culture of excellence in technical and service delivery to sports.
- Lead an Athlete Services function which meets the needs of sports and athletes
- Establish Sports Services including the effective and efficient management of core service delivery hubs
- As Director, ensure that the approach to Athlete Services consistently seeks to raise the quality of athlete support services, which in turn secures a competitive advantage for the UK at each stage of their performance journey; from induction, to exit.
- Oversee a highly impactful athlete service provision where sports seek paid-for practitioner services; ensuring that service is provided effectively in a 'high-performing team' context on the ground.
- Work closely with the UKS Head of Performance Partnerships to lead the alignment of NGBs/WCPs, the BEAA, the BOA, and BPA, to ensure the athlete is supported in-cycle and at Games time in line with 'winning well'.
- In partnership with other key stakeholders, design and deliver the policies and programmes of support which enable athletes to thrive on and off the field of play.
- Ensure the effective delivery of specialist services, including a revised medical services model, specialist clinics and the IRU.
- Establish a robust system approach to clinical governance, which drives assurance.

JOB DESCRIPTION (CONT)



Key responsibilities:

- Identify and drive key strategic programmes in athlete support services to advance practice.
- Using an array of measures, demonstrate performance impact and value for money achieved by athlete services, reporting on a quarterly, annual and quadrennial basis.
- Effective management of budgets and reporting in line with a strategically aligned Annual Operating Plan with clear performance measures.
- Build, exploit and develop external partnerships that enable applied athlete support research opportunities and performance threat solutions.
- Proactively seek opportunities to connect across UKSI and UKS to leverage expertise, enabling a responsive and agile system performance support offer which minimises duplication and maximises impact.
- Champion and visibly role model inclusive behaviours, driving progress across UKSI's EDI strategy through authentic leadership, accountability and continuous improvement.
- Lead the diversification of the practitioner workforce within the institute, ensuring that it is increasingly reflective of the athlete cohort and broader society

JOB DESCRIPTION (CONT)



Job Title:

Director of Athlete Services UK Sports Institute (UKSI)

Salary

Competitive

Hours:

Full time

Location:

Flexible/ National (Any UKSI site) will require travel to other UKSI sites and London

Reports to:

Managing Director

Responsible for:

Athlete Services Operations Lead, Head of Athlete Support, Head of Specialist Services, Head of Sport Services, Clinical Governance Lead

Budget Responsibility:

Accountability for the Athlete Service Budget

Key relationships:

- UK Sport and Institute Group Boards and Executive teams
- UKSI Senior Leadership Team and Board
- UKS DoPP and Performance Heads
- NGB Performance Directors, HoPS & Head Coaches
- The BEAA
- The BOA & The BPA
- HNSCs
- TASS
- Leaders of facilities providers where there are UKSI Operational Facilities
- Evolving network of external contacts

PERSON SPECIFICATION



As Director of Athlete Services, you will bring deep commitment to Olympic and Paralympic sport and a clear belief in the power of world-class performance support to unlock competitive advantage. You understand that success in high-performance environments is built on uncompromising standards, precise execution and the consistent pursuit of excellence. You recognise that athletes can only achieve extraordinary things when surrounded by a support system that is expert, agile and fully aligned on what matters most.

You will have significant senior-level experience translating strategy into delivery at scale, with a strong track record of impact in elite performance environments. You will have operated within Olympic or Paralympic programmes—ideally across multiple cycles—and played a meaningful leadership role in major competition environments such as Games or World Championships. You bring credibility across performance, health, coaching and technical domains, and you are comfortable discussing performance and athlete-health solutions with world-leading experts, practitioners and performance leaders.

Your leadership will be defined by your ability to influence at the highest level—building trust quickly, shaping thinking, and working confidently with your colleagues in UKSI and UKS as well as Performance Directors, coaches, practitioners and multi-disciplinary teams. You will have demonstrated sound judgement in balancing innovation with robust clinical, ethical and performance governance, ensuring athlete welfare and performance integrity remain at the core of decisions. You understand how to identify performance threats, mitigate risk, measure impact and ensure value for money across complex delivery systems.

PERSON SPECIFICATION



(CONT)

You will be skilled in leading specialist and practitioner teams, creating high-performing environments and fostering a culture that blends challenge, care and accountability. You will be adept at working across organisational boundaries, collaborating with internal and external partners—including Home Nation Institutes, BEAA, BOA, BPA, UKS Accredited Elite Training Environments and universities—to leverage expertise and capacity in pursuit of performance excellence.

You will bring a personal commitment to continuous professional development, fairness, equality, safety and responsible practice. You will champion inclusion and play an active role in ensuring the practitioner workforce better reflects both the athlete community and wider society. You will be willing and able to work flexibly, including irregular hours and travel across the UK network, recognising the demands of supporting athletes and teams through the full performance cycle.

We welcome applications from candidates of all backgrounds and particularly encourage interest from people with ethnically diverse backgrounds, disabled people and those with long-term health conditions, as we work to ensure our workforce is more representative of the society we serve.

This role requires a DBS check.

This job description should be seen as enabling rather than restrictive and will be subject to regular review.

TIMELINE & HOW TO APPLY



w/e 23/01/26	Advertise
01/03/26	Closing date
02/03/26 - 16/03/26	Shortlisting & interview phase

To apply, complete the online application form via Recruitment+.
No CV is needed, just provide your details and answer the application questions carefully. This is your chance to showcase your experience and suitability for the role, so take time to give clear, thoughtful responses before submitting.