



Welsh Target Shooting Federation Ltd.  
Sport Wales National Centre  
Sophia Gardens  
Cardiff  
CF11 9SW

Company Registration: 06693905

**Job Title: Performance and Pathways Manager**

**Location:** WTSP office, Cardiff, Wales and Nationally. (With flexibility for remote working.)

**Contract Type:** Part-time, Permanent. 24 hours per week (60% FTE)

**Salary:** Circa £18k - £21k (£30k - £35k FTE)

**Application Deadline:** 16<sup>th</sup> March 2025

The Welsh Target Shooting Federation (WTSP) is the governing body for target shooting sports in Wales, currently representing five member associations:

- Welsh Airgun Association
- Welsh Clay Target Shooting Association
- Welsh Rifle Association
- Welsh Smallbore Rifle Association
- Welsh Airgun Field Target Association

We are dedicated to promoting and developing the sport at all levels, from grassroots to elite performance. Our mission is to inspire and support shooters to achieve their full potential and to foster a vibrant shooting community across Wales.

**Role Overview:** We are seeking a Performance and Pathways Manager to lead the WTSP Performance Programme, working closely with staff, coaches, and athletes to drive the vision and strategy for achieving success from grassroots to elite level competition. This role involves strategic leadership of both the Performance Programme and the Performance Team.

**Key Responsibilities:**

- Align coaching team efforts with programme priorities and implement plans.
- Monitor training, competition activities, athlete support, team culture, and training environments.
- Use expertise to refine plans for optimal performance and identify new opportunities.
- Administer professional development training in various areas including Coaching, Safeguarding, Clean Sport and Health & Safety.
- Set the tone for a positive working culture, fostering continuous improvement and innovation.
- Secure resources, manage budgets, and meet reporting requirements.

- Create and manage pathways for new athlete identification and progression. Plan and deliver identification campaigns to attract new athletes
- Build strategic relationships with key stakeholders, especially our member Associations and maintain compliance with sports rules and regulations.
- Recruit and oversee coaches, ensuring efficient deployment and performance.

**Qualifications and Experience:**

- Proven experience in a similar performance role requiring team management, administration, recruitment, safeguarding, communication, and budget management.
- Knowledge of ISSF, ICFRA, CSF, and CG.
- Ability to interact and report at an executive level with the COO and the Board.
- Excellent communication and interpersonal skills.
- Ability to work independently and as part of a team.
- Passion for target shooting and a commitment to promoting the sport.
- Full UK driving Licence.

**How to Apply:** Please complete the [online application form](#) and submit your CV to the WTSF Company Secretary, Mr Paul Gumn, [Paul.Gumn@WTSF.org.uk](mailto:Paul.Gumn@WTSF.org.uk) by Midday on the 16<sup>th</sup> of March 2025. For further information about the role, please contact Mr Paul Gumn.

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The Welsh Target Shooting Federation is committed to promoting equality and diversity and encourages applications from all sections of the community.