



Dragons Pathway Operations Lead

June 2026

ABOUT DRAGONS

LexisNexis Risk Solutions Dragons, Wales' only Netball Super League team, is managed by Wales Netball and plays a vital role in the nation's elite sporting landscape. Wales Netball is the national governing body for netball in Wales, representing both the professional and grassroots community. Governed by Sport Wales, it oversees the development, promotion and performance of netball across the country.

Our **core values** are: Inspire, Aspire, Connect & Respect. These are at the heart of everything we do, and we talk about them regularly as a staff team.

Our volunteers across the sport cover many different roles, from league organisers to team managers, the parent on the sidelines to the umpire at national competitions. We appreciate the level of commitment volunteers give to our sport across grassroots to high performance and aim to make the experience enjoyable and rewarding for everyone.

ROLE SUMMARY

The Pathway Operations Lead is responsible for the day-to-day operational planning and delivery of the NSL, NXT Gen and Pathway programmes, ensuring all activity is delivered efficiently, effectively, and in line with the strategic direction set by the CEO and Franchise Director.

This role focuses on execution, coordination, and implementation, translating strategic priorities into high-quality operational delivery across all programmes.

- Plan and deliver operational plans aligned to the strategic direction
- Coordinate the day-to-day running of NSL, NXT Gen and Pathway programmes
- Ensure consistency and efficiency across all operational activity
- Support the implementation of programme strategies
- Manage operations for all NXT Gen and NPL matchdays, training and community camps
- This will include successfully coordinating, managing and delivering the team's programme logistics and administration.

KEY RESPONSIBILITIES:

1. Programme Logistics & Coordination

- Lead operational delivery of:
 - Trials
 - Training and competition schedules
 - Travel, accommodation and logistics for NSL, NXT Gen and NPL
 - Facility bookings and programme setup
- Ensure all NXT Gen and Pathway programme activity is delivered to required NSL standards and timelines as per the EOS (Expected Operating Standards) document
- Plan, deliver and lead NXT Gen and NPL matchday and event operations

2. Operational Systems & Compliance

- Implement and manage systems to ensure:
 - Athlete data and records are accurate
 - Programme administration is compliant
 - Reporting deadlines are met
- Ensure operational compliance with:
 - NSL standards
 - Safeguarding and welfare processes
 - UK Anti-Doping
- Provide information and reports to the Franchise Director

3. Stakeholder Coordination

- Act as operational point of contact for:
 - Coaches, Team Managers, support staff
 - Athletes and pathway stakeholders
- Coordinate communication across programmes
- Support relationships with Wales Netball and England Netball through delivery and reporting

4. Financial Administration

- Support budget tracking and operational spend
- Process and monitor programme-related expenditure
- Ensure financial processes are followed in line with organisational systems
- Process and administer payments relating to Dragon's expenditure, in line with a budget to be set and managed by the Franchise Director

5. People & Delivery Support

- Support recruitment and coordination of staff and volunteers involved in NSL, NXT Gen and NPL programme delivery
- Support workforce planning for events and programmes
- Ensure effective operational delivery across multi-disciplinary teams

6. Continuous Improvement (Operational Only)

- Identify improvements to systems and processes
- Recommend efficiencies to the Franchise Director
- Support a high-performance, well-organised environment

Additional

- Ensure a culture of respect and compliance through fair and ethical practices
- Any other reasonable areas of work as outlined at the discretion of the Franchise Director and CEO that are within the scope, spirit and purpose of the job.
- Proactively comply with and promote all organisation policies, in particular those relating to Safeguarding, Equality and Diversity, Mental Health and Data Protection.

PERSONAL SPECIFICATION

Criteria	Essential	Desirable
Experience of working in the field of performance sport or performance / talent ID pathways	✓	
An in-depth understanding of the component parts of player pathways	✓	
Awareness of international landscape and an understanding of high- performance sport	✓	
Experience of managing multiple projects, people, processes, and procedures from finance to administration	✓	
Knowledge and experience of collaborating with a multi-disciplinary team	✓	
Experience of contract management		✓
Ability to contribute to a high-performance culture with transparent and honest working style	✓	
Have an athlete centred approach to ensure effective development of individual athletes	✓	
Empathy for the demands and pressures of a training programme in a non-centralised, volunteer led programme	✓	
Enthusiastic about and committed to the development of performance netball	✓	
A broad understanding and commitment to safeguarding young people in a talent environment	✓	
Developing and maintaining good working relationships with key stakeholders.	✓	
Strives for continuous improvement leading to excellent performance	✓	

Experience of working within the confinements of a budget and being flexible to meet the needs of the programme	✓	
Recognised Project or Event Management Qualification		✓
Welsh Language		✓
IT literacy skills (Windows, MS Office, Email & Internet)		✓
Strong people skills and ability to work from own initiative and as a team	✓	
Creative thinker with analytical problem-solving capability	✓	
Highly organised with ability to prioritise under pressure	✓	
Excellent written and verbal communication	✓	
Action-orientated with energy and accountability	✓	
Ability to manage confidential information	✓	
Ability to travel within the planned calendar	✓	

EQUALITY, DIVERSITY, AND INCLUSION

We welcome and encourage applications from people of all backgrounds. Wales Netball is committed to creating an inclusive culture, through fostering a diverse workforce. As part of your application, we have a voluntary equal opportunity form that would help us to achieve this, the form will be emailed once your application has been received.

TERMS OF APPOINTMENT

Role: Pathway Operations Lead

Salary: £28,081-£32,240 per annum

Annual Leave: 28 days per year plus bank holidays

Contract: Full-time, Permanent

Based: Cardiff, with work from home flexibility. Travel required for competitions & events (evenings/weekends flex)

Reporting to: Franchise Director

Direct reports: Event Delivery Volunteers

HOW TO APPLY

Please send your C.V **and** either a Cover Letter or Application Video outlining your suitability for the role, and how you meet the essential and desirable aspects of the job description to recruitment@walesnetball.com (If choosing an Application Video please upload it to a Dropbox (no other files storing links will be accepted) and include the link in your application email.

Please note – as we operate an anonymised recruitment process, we ask you do not copy in any staff members when applying for your role as they may be a panel member.

Closing Date for applications: 12pm (Midday) on 13th July 2026

Interview Date: 20th July 2026 – in person in Cardiff. Online interviews can be arranged – this can be queried if selected to interview.

For an informal conversation about the role please contact
Linzi.plant@cardiffdragons.com

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