



International Performance Director

Australian Bridge Federation (ABF)

Position Overview

The International Performance Director (IPD) will drive a structured, system-based approach to international performance, including cultural change, pair development, training systems, and selection processes aligned with international best practice. The IPD is responsible for:

- Leading implementation of the ABF's international high-performance strategy to improve the long-term results of Australian representative teams.
- Coordinating development and maintenance of material to support the strategy.

The role reports to the Executive Director and works closely with all participants (players, coaches and captains) and relevant ABF bodies.

The IPD will be supported by an **International Performance Advisory Committee** on specific performance matters.

Purpose of the Role

The International Performance Director will:

- Translate the International Performance Task Force recommendations into an operational program.
- Establish a coherent, multi-year pathway for pairs and teams.
- Oversee development of a repository of documentation and other material to improve performance over time.
- Drive a high-performance culture within Australian representative bridge.
- Provide leadership, coordination and accountability for international performance outcomes.
- Communicate clearly and appropriately with relevant stakeholder groups as the international performance program evolves.

Build trust in the performance framework through transparent and consistent communication of expectations, opportunities and standards.



Key Performance Indicators / Measures of Success

The success of the International Performance Director will be assessed against agreed annual objectives, recognising that international performance improvement is a long-term program.

Measures of success will include:

- progress in implementing the International Performance Task Force recommendations;
- establishment of a clear multi-year pathway for pairs and teams;
- development of training, preparation and support frameworks;
- improved engagement and compliance among representative players, coaches and captains;
- creation of performance monitoring and post-event review processes; and
- clear, consistent communication with stakeholders.

The role will also be assessed against progress toward the ABF's long-term objective of achieving world-class international results by 2035. In the early years, emphasis will be placed on building the systems, culture, preparation standards and support structures required to make sustained international success more likely.

Key Responsibilities

1. Strategic leadership & culture

In conjunction with the Board:

- Lead implementation of the ABF international performance vision and long-term objectives.
 - Promote a culture of excellence, where representation requires commitment and preparation.
 - Support the Board and Executive by communicating and embedding performance-focused reforms.
 - Work with the Board to implement a fundraising program to support the objectives.
 - Provide informed recommendations to the Board and Tournament Committee on recommendations for team selection processes.
 - Work with the Executive Director to optimise resource allocation within ABF constraints.
 - Lead initiatives for the representative teams/squads to raise their engagement with grass-roots players.
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2. Performance system administration

In consultation with the Board and/or Advisory Committee:

- Administer team selection processes in alignment with long-term performance goals.
 - Administer training programs and preparation frameworks for representative teams.
 - Track performance against training and participation guidelines.
 - Liaise with pairs and their coaches to manage compliance with guidelines.
 - Advise the Board and/or Advisory Committee about non-compliance with guidelines and recommendations for action.
 - Administer the selection and development of coaches and captains.
 - Develop and maintain a register of suitable coaches and captains.
 - Ensure a consistent, transparent and fair framework across all representative categories.
 - Work with the ABF to refine policies and processes over time.
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3. Development and implementation of supporting structures

- Coordinate the development and maintenance of:
 - Training materials and technical resources
 - Guidance for coaches, captains and players
 - Systems and frameworks supporting pair and team development
 - Provide clear guidance to participants about:
 - Selection processes and criteria
 - Training and participation expectations
 - Available opportunities for development and competition
 - Ensure participants understand how to maximise their performance within the system.
 - Ensure all participants have access to clear, high-quality supporting material.
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4. Long-term pair development

To support long-term partnerships as the central unit of performance, the IPD will:

- Define expectations and obligations for players and pairs.
 - Coordinate structured training and practice opportunities.
 - Support the ongoing development of high-potential and long-term partnerships, including pairs not currently in representative teams or squads.
 - Work with the ABF Youth Coordinator to make training and support material available to suitable pairs, coaches and captains.
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5. International competition & preparation

In consultation with participants, the Board and/or the Advisory Committee, and within budget expectations:

- Facilitate opportunities for Australian pairs to compete against strong international opposition.
 - Identify appropriate international (WBF, Asia-Pacific and other) events for participation.
 - Support initiatives that improve international exposure and readiness.
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6. Performance monitoring & reporting

- Develop and maintain performance metrics and evaluation frameworks.
 - Track performance across teams and programs.
 - Provide regular reports to participants, the ABF Board and Advisory Committee.
 - Use data and participant feedback to drive continuous improvement.
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Relationships

- **Reports to:** ABF Executive Director
- **Collaborates with:** ABF Tournament Committee, ABF Youth Coordinator
- **Advises:** ABF Board
- **Engages with:** Current and potential representative players, captains, coaches
- **Supported by:** International Performance Advisory Committee (to be established)

The role requires close engagement with players, coaches, captains, and other stakeholders in the Australian bridge community, as well as engaging with people in similar positions around the world to improve our approach and performance.

Role Parameters

- This is a **remunerated, part-time position**.
 - Specific terms (including scope and remuneration) will be negotiated with the ABF.
 - The role may scale over time depending on program development and funding.
 - The IPD will be supported by a volunteer Advisory Committee.
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Requirements

Essential Skills and Experience

- Demonstrated leadership and organisational capability
- Excellent interpersonal skills, with the ability to engage a wide range of stakeholders
- Strong understanding of high-level bridge and the demands of international competition
- Ability to negotiate, listen to stakeholders, and consistently drive decisions
- Credibility with elite players and administrators

Desirable

- Experience in coaching, captaincy or performance management
- Exposure to high-performance systems (bridge or comparable activities)
- Experience working within volunteer or sporting organisations

Being a contender for Australian representation does not automatically disqualify a candidate. The Board is aware of the potential for conflict of interest and are open to discussions of how actual or perceived conflicts of interest can be managed.

Personal Attributes

- Independent, objective and respected
 - Able to balance collaboration with firm leadership
 - Committed to long-term improvement and continuous learning
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Summary

The International Performance Director is a central role in transforming Australia's international bridge outcomes. Success will depend on strong leadership, clear communication, and the ability to align players, structures and culture toward sustained high performance.