



Sports Director, Norwegian Shooting Sport Federation

We are seeking motivated candidates who can lead the work of further developing the talent and elite sports program in the Norwegian Shooting Sport Federation. The Sports Director will contribute to achieving the goals within the main objective of Elite Sports in our long-term plan, where the ambition is for the National Shooting Team to be an elite sports program that ensures Norwegian shooters have the opportunity to develop into and remain among the world's best in Olympic and Paralympic disciplines.

Key responsibilities:

- Overall responsibility for developing, implementing, and evaluating NSF's strategic and operational plans for elite sports, following NSF's overarching strategic long-term plan.
- Main responsibility for the national teams' model and structure, as well as the national teams' annual plans, budgets, forecasts, and financial reporting.
- Personnel and professional responsibility for national team coaches and other support staff for the national teams, as well as responsibility for contracts with athletes, coaches, and support staff.
- Liaison and responsibility for cooperation with Olympiatoppen.
- Overall responsibility for the selection of national teams and participation in competitions/championships.
- Market follow-up, communication, and profile-building in collaboration with the federation's administration, as well as contact with the press and media.
- Ensure good conditions for the national teams and athletes, including contributing to the best possible athlete economy, etc.
- Contact with relevant competitive environments, including high schools offering shooting as an elite sport, competitive environments in other countries, training groups in regions/districts, etc.
- Close collaboration with colleagues in the administration and the federation, particularly with the administrative leader of the National Shooting Team.

Desired qualifications:

- Documented competence/experience in elite sports.
- Good knowledge of the Norwegian sports model.
- Relevant leadership education and/or experience.
- Competence in strategic work, as well as budgeting and financial management.
- Strong verbal and written skills (both Norwegian and English).





Desired personal qualities:

- Excellent relationship and collaboration skills, with clear values.
- Ability to motivate and inspire.
- Flexible, solution-oriented, and goal-directed, thriving in a dynamic and changeable environment.
- Independent and confident in a leadership role.
- Ability to be both strategic, as well as operational and initiative-taking.

We offer:

Permanent full-time position as Sports Director in the Norwegian Shooting Sport Federation. The position is classified as particularly independent. Travel in connection with training camps, competitions, and championships is expected, and the right person must be somewhat flexible regarding working hours. Some fixed office time at the federation's office at Ullevål is required, with the remaining work location by agreement. Salary by agreement. Competitive pension and insurance schemes. Desired start as soon as possible, no later than January 1, 2025. The Sports Director reports to the Secretary General, with professional reporting to the Elite Sports Committee.

About the employer:

The Norwegian Shooting Sport Federation (NSF) is a special federation under the Norwegian Olympic and Paralympic Committee and Confederation of Sports (NIF). NSF has over 35,000 members across approximately 500 clubs nationwide and is a member-driven organization with an administration consisting of 7 people, mainly located at Ullevål Stadium. The Norwegian Shooting Sport Federation activities include both grassroots and elite sports in the four disciplines of clay pigeon, pistol, rifle, and running target. The elected leadership of the Sport Shooting Federation consists of the Executive Board, as well as the Grassroots Sports Committee, Elite Sports Committee, and Technical Committee. Internationally, the Norwegian Shooting Sport Federation is affiliated with the International Shooting Sport Federation (ISSF), World Shooting Para Sport (WSPS), European Shooting Federation (ESC), Fitasc and Compak Sporting (FITASC), and Nordic Shooting Region (NSR).

Application deadline:

September 15, 2024 Applications with CVs should be sent by email

to: per.Iversen@skyting.no.

Questions can be directed to Secretary General Per Iversen (951 66 864) or Head of the Elite Sports Committee Siri Mortensen (464 14 033).

