

Pakistan Olympic Association

PRESIDENT

Arif Saeed

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SECRETARY GENERAL

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POA-130/OSC/WISH/005

18 March 2025

Secretary Generals
National Sports Federations
Affiliated Units of POA

Women in Sport High-Performance Pathway (WISH) Programme

Dear Madam/Sir

We are pleased to inform IOC Olympic Solidarity is continuing its support for the Women in Sport High Performance Pathway (WISH) Programme which is designed and delivered by the University of Hertfordshire (UK). The WISH Programme aims to increase the number of women high-performance coaches at major events like the World Championships and Olympic Games, contributing to the IOC's gender equality objective of boosting the representation of women in elite sports. For more details, please visit the [WISH Program](#) and or the **attached** info pack.

This 21-month programme provides a structured curriculum in a women-only environment, empowering coaches with the skills and leadership competencies needed to excel in high-performance coaching. It includes a combination of residential mentoring, online learning sessions, and mentorship opportunities to support their professional growth.

The WISH Programme will include:

- A one-week residential mentoring session at the University of Hertfordshire, Hatfield, AL10 9EU, UK, from 27th July to 1st August 2025.
- Self-assessment and 360-degree feedback on leadership and sport-specific competencies.
- Eight online leadership and mentoring sessions.
- Four sport-specific mentor sessions to enhance coaching performance.

To be considered for the WISH Programme, nominated coaches should meet the following criteria based on the information provided:

- Aged 18 and over
- Currently/have the potential to be part of a national delegation to the Regional and/or Continental Games, World Championships, YOG and/or Olympic Games in a sport on the Summer or Winter Olympic Games Sport Programme.
- Able to integrate or are already integrated into national programmes that are in pathway to qualify athletes for the Regional and/or Continental Games, YOG, World Championships and Olympics at the World or Continental/Regional events or via the Tripartite system.
- Have no history of anti-doping violation, safeguarding violation, manipulation of competition or other ethics violation.
- Able to commit to the whole programme.
- Have good written and spoken English (min IELTS 6.5).

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If your federation wishes to nominate a suitable female coach, please submit the following documents by **24 March 2025**:

- Updated CV.
- Copy of the nominee's most recent passport.
- Recent digital photograph.
- Copies of relevant degrees or diplomas.
- Other supporting documents as applicable.

Incomplete nominations or late submissions will not be considered. We strongly encourage you to identify and support promising female coaches who can benefit from this valuable development opportunity.

Thanks and best regards,

Muhammad Khalid Mahmood

Secretary General

Pakistan Olympic Association

Copy to:

- Mr. Arif Saeed, President Pakistan Olympic Association.
- Chairperson and Secretary, POA Women Commission.
- Chairperson and Secretary, POA Education Commission.
- Manager Media & Marketing POA for uploading on POA Website.