



JOB DESCRIPTION

GB Elite Development Programme Head Coach

Role title:	GB Elite Development Programme Head Coach – Women
Responsible to:	Head of GB Elite Talent Development
Contract type:	Full time employed
Salary	Competitive
Location	Official place of work will be Bisham Abbey National Sports Centre and there will be a requirement to attend on regular basis Extensive nationwide and international travel required

ENGLAND AND GREAT BRITAIN HOCKEY BACKGROUND

England Hockey (EH) is the nominated country for Great Britain (GB) Hockey on behalf of the Home Nations (HNs) of England, Scotland and Wales, and, is therefore, responsible for preparing teams for the Olympic Games. As the nominated country, EH has full and complete responsibility to lead the business delivery of GB elite performance hockey, and, as such, is the employing organisation for this GB specific role.

EH's vision is to become 'A Nation Where Hockey matters' and the mission is "To Provide Inspirational Leadership to Deliver Our Ambitions". The current focus for the organisation is delivery of its 5 objectives within the 2017 -2027 strategic plan:

- Growth in participation - Increase the number of people participating in hockey
- International success - Continue to raise the performance bar of athlete and coach development and create positive role models for the sport.
- Increased visibility - Deliver high profile domestic and international events that attract increased spectator numbers, TV coverage, and sponsorship
- Enhanced infrastructure - Enhance the playing experience by improving facilities, coaching and officiating.
- A strong and respected NGB - Continue to maintain high governance standards.

The purpose of the GB Elite Development Programme (GB EDP) is to provide players with the best possible opportunity to achieve their international hockey ambitions. The Programme is funded by UK Sport as part of their National Lottery funded World Class Performance Programme. The objectives of the programme are to:

- Identify and select the most talented future senior internationals with the potential to perform at World's best level.
- Implement a programme that enables players to maximise their potential and that supports the development of the skills, physicality and character required to become a medal winning Olympian in the future.
- Deliver junior international teams that excel at under-21 and non-under-21 level (European Championships and World Cup, and non-under 21 competition).

ROLE SUMMARY

Reporting to the GB Head of Elite Talent Development the Head Coach will be responsible for planning, implementing and having a transformational impact on player development within the GB EDP (and England (ENG) under-21 programme).

The priorities for the role are:

- Prepare players to transition to the Senior Programme with the skills and qualities to thrive and excel in a Senior training and competition environment.
- Provide exceptional leadership through planning, implementing and leading a world-leading development programme.
- Lead the development and delivery of a high performance culture that underpins success and exceptional player development and wellbeing.
- Support the development of shared ambitions and a collaborative culture between GB / ENG Hockey and the elite domestic game.

DIRECT REPORTS

The Head Coach will lead and manage a coaching and support team which includes Assistant Coaches, a small Science and Medicine team and a Team Manager.

KEY TASKS & RESPONSIBILITIES

- Lead the coaching team and planning, delivery and review of coaching at GB EDP / ENG U21 camps and competitions.
- Maintain a dialogue with Senior programme coaches so they are kept abreast of GB EDP players and ensure GB EDP player involvement in the Senior programme is well managed and planned.
- Maintain oversight of the delivery of science and medicine support to the programme including regular communication with practitioners.
- Lead the performance management and communication with players including six-monthly Individual Development Planning meetings (IDPs) and maintain an appropriate dialogue with university, club and HN coaches.
- Liaise with the Performance Administrator to support the timely production and communication of programme schedules and logistical arrangements.
- Keep abreast of player performances in BUCs and EHL/SHL matches by attending matches from time to time to observe players in competition.
- Ensure robust scouting, profiling and selection methods exist and are implemented, which ensure the most high potential sub-elite players are selected through a robust process.
- Develop relationships and maintain regular contact with GB EDP players' club and university coaches to ensure a joined up and coherent approach to each player's development.
- Connect with HN Talent development and National Age Group Squad coaches/programmes to maximise the alignment between these programmes.
- Provide coaching input and support to ad-hoc performance projects as required
- Provide occasional on-pitch delivery to support the Senior Women's Programme.
- Provide clear feedback to the GB Head of Elite Talent Development (verbal and written on request).
- Commit to personal and team development including attending EH Staff, GB EDP staff team meetings and training events.
- Represent GB/ENG Hockey in all training and competition environments

favourably.

- Adhere to the GB/ENG Hockey Code of Ethics and Behaviour and Safeguarding policies.

PERSON SPECIFICATION

The GB EDP Head Coach must demonstrate England Hockey's Brand Personality through their behaviours:

- Ambition
- Integrity
- Inspiration
- Focus

Qualifications and Experience

- Experience of delivering exceptional team-performance and individual player development at international level (coaching), delivering world class international outcomes.
- Experience and proven capability in the holistic development of athletes and programmes.
- Knowledge of, and an interest in continuously learning more about, the leading trends in coaching and talent development.
- Demonstrated experience in planning, organising and implementing a comprehensive high performance coaching programme for elite teams and athletes.
- Demonstrated leadership and team development experience and the ability to support, develop, challenge and empower others.
- Demonstrated experience of operating in a high performance coaching programme for elite teams and players as part of a multi-disciplinary team.
- A minimum of four years of high performance coaching experience that has achieved demonstrable results.
- A full Driving License.

Skills and Abilities

- Outstanding technical knowledge of individual and team principles including techniques, tactics, coaching trends and international developments with proven ability to apply the demands of international hockey within a sub-senior elite development environment.
- Current and thorough understanding of international hockey.
- Thorough understanding of the player qualities and abilities required to transition effectively to a senior international programme.
- In-depth understanding of talent development and the needs of elite development level female players.
- Ability to attain excellence from players, coaches, staff and all stakeholders through the establishment of a high performing and inclusive culture.
- Ability to deliver high-level tactical analysis of opposition, and GB/ENG teams in real-time (during matches), prior to matches / tournaments and when reviewing matches / tournaments, using appropriate technology (e.g. Sportscode).
- Well-developed liaison, interpersonal, oral and written communication, and people management skills.
- Ability to connect with and build relationships with club and university coaches.
- Outstanding communication skills – verbal and written.

- Sound administration skills.
- Self-motivated and able to work independently and as part of a team.
- Demonstrated success in managing individual differences and group dynamics.
- Demonstrated ability to exercise sound judgement, observe confidentiality and use discretion and initiative.
- An ability to thrive in a pressured environment of irregular and long hours, and capacity to travel domestically and overseas for extended periods.
- Driven by achieving results, a passion to succeed.
- Commitment to personal and team development.
- An understanding and commitment to equal opportunities in employment and equality issues.
- An understanding of and a commitment to their individual responsibility to comply with Safeguarding, Health and Safety Policy and Arrangements.

This role description is not intended to be regarded as inclusive or exhaustive and will be amended in the light of the changing needs of the organisation.

This role is subject to a satisfactory enhanced DBS check, which will be carried out by EH.

To Apply:

Please submit your CV (maximum 2 pages) with a one page covering letter by email to: Michele Townsend, HR Manager, careers@englandhockey.co.uk clearly identifying how your skills and experience are relevant to the requirements outlined in the job description and the unique qualities you will bring to the role.

Closing Date: 17.00 Friday 7th August 2020

For an informal discussion about the role please contact Heather Williams, GB Head of Elite Talent Development. Heather.williams@greatbritainhockey.co.uk

Interviews: Stage 1 interviews will be the w/c 17th August 2020.