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**Job Description**

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| **Job title:** | **Academy Head Coach** |
| **Department/School:** | **DSDR** |
| **Grade:** | **6 (3 year fixed-term post)** |
| **Location:** | **Claverton Campus** |

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| **Job purpose** |
| The Academy Head Coach will work as part of the Team Bath netball programme to manage and develop our academy structure which will provide a World Class Performance Pathway Programme. The pathway will develop players for competition at NSL and within England representative sides aiming to achieve domestic and international success, delivering against agreed Memorandum of Understanding between England Netball and Team Bath.  The role will be responsible for developing, defining, implementing and monitoring the Academy philosophy and culture and for ensuring that it is implemented. The role includes the identification and development of talented players and facilitating their ongoing progression for the NSL and England Netball. |

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| **Source and nature of management provided** |
| Netball Head Coach |

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| **Staff management responsibility** |
| None |

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| **Career and Professional Development Activities** |
| From time to time you may be asked to assist in the facilitation of CPD activities. This will form part of your substantive role and you will not receive additional payment for these activities. |

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| **Special conditions** |
| Please note that a large proportion of work will take place outside of normal working hours.  Travel is essential and International travel may be required.  Current Driving Licence is essential  A DBS check is required for the role |

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| **Main duties and responsibilities** | |
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|  | In conjunction with the Netball Head Coach design, establish and develop an Academy Programme, leading, managing and systematically preparing players both on and off the court for performance competitions, International events and accelerating their individual development as players. |
|  | To be part of the coaching team within the NSL team environment. |
|  | In conjunction with the Netball Head Coach set the direction of the Academy programme and deliver an annual plan that is aligned to a development curriculum covering technical, tactical, physical and mental development.  Manage the training schedule and load of athletes within the programme. |
|  | Work with club and educationally based coaches to ensure that training programmes and competition schedules are complimentary; liaise with Strength & Conditioning Coaches and other multi-disciplinary team members where appropriate to ensure added value to the Academy programme. Support Performance Lifestyle and the fulfilment of personal goals. |
|  | Liaise with the England Netball Pathway Head Coach to case manage the International players and contribute to their Individual Athlete Plans. |
|  | Liaise with England Netball Pathway Head Coach to case manage any International players and contribute to their individual athlete management plans. |
|  | Ensure competitive opportunities within the NSL age group leagues and other equivalent competitions to complement and prepare players for EN performance competitions. |
|  | Support EN in the delivery of Department of Education Study Programmes (previously known as AASE). |
|  | Lead and manage the process of screening of players into the programme in conjunction with the Netball Head Coach and Scouts/Selectors where appropriate. In line with an agreed policy and talent development principles. Ensure that screening data is collated and analysed and that the appropriate feedback is given to players. |
|  | Establish a network of entry points into the Academy programme and ensure an exit interview takes place for players leaving the Pathway. Provide strategic programme/player directives to County and Satellite Academy/Club/School Coaches where appropriate. |
|  | Contribute to the EN Player Pathway Database as necessary |
|  | Working with the Franchise Manager establish and lead a coach development programme to support the growth of performance coaches across the region to both underpin the work of the Academy pathway and to deliver commercial revenues from coaching workshops and master classes. |
|  | Manage and coordinate the activities of coaches and assistant coaches working across various Academy sites to ensure aligned and effective pathway delivery within the NSL environment. |
|  | Support other EN Performance Pathway activity and objectives (eg. National Academy Camps/Positional Days), as agreed between the EN Performance Pathway Manager/ Head Coach and the Team Bath Head Coach |
| You will from time to time be required to undertake other duties of a similar nature as reasonably required by your line manager. | |

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**Person Specification**

| **Criteria** | **Essential** | **Desirable** | **Assessed by** | | |
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|  |  |  | A/F | I/T | R |
| **Qualifications** |  |  |  |  |  |
| * Netball UKCC Level 2 | ✓ |  | ✓ |  |  |
| * Current First Aid Qualification | ✓ |  | ✓ |  |  |
| * Current certificate in Safeguarding and Protecting Children | ✓ |  | ✓ |  |  |
| * A degree qualification (or equivalent) in one of the following related fields: Sports Coaching, Sports Sciences and Sports Medicine, Sports Management |  | ✓ | ✓ |  |  |
| * Netball UKCC Level 3 |  | ✓ | ✓ |  |  |
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| **Experience/Knowledge** |  |  |  |  |  |
| * Leadership experience in a Head Coach capacity | ✓ |  | ✓ | ✓ |  |
| * Experience of working in a Netball Performance Environment | ✓ |  | ✓ | ✓ |  |
| * Experience of delivering training programmes covering Technical Tactical, Physical and Mental development | ✓ |  | ✓ | ✓ |  |
| * Demonstrable experience and understanding of writing an annual plan | ✓ |  | ✓ | ✓ |  |
| * An understanding of the benefits of Sports Science and Medicine and Performance Analysis, and their application to High Performance Netball | ✓ |  | ✓ | ✓ |  |
| * Evidence of innovative and creative delivery | ✓ |  | ✓ | ✓ |  |
| * Experience of managing volunteers and working with external partners in a Performance Environment | ✓ |  | ✓ | ✓ |  |
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| **Skills/Attributes** |  |  |  |  |  |
| * Excellent coaching skills with the ability to coach across the required age groups | ✓ |  | ✓ | ✓ |  |
| * Game sense approach to Coaching | ✓ |  | ✓ | ✓ |  |
| * Ability to articulate tactical changes and technical improvements to players in a pressurised situation in a concise and meaningful manner | ✓ |  | ✓ | ✓ |  |
| * The ability to motivate players and use initiative to embed a High-Performance culture | ✓ |  | ✓ | ✓ |  |
| * Proven leadership skills | ✓ |  | ✓ | ✓ |  |
| * The ability to lead and work within a multidisciplinary team | ✓ |  | ✓ | ✓ |  |
| * Excellent communication and engagement skills | ✓ |  | ✓ | ✓ |  |
| * The ability to establish and proactively manage positive, trusting and respectful relations with players and key stakeholders | ✓ |  | ✓ | ✓ |  |
| * The ability to support and be an advocate for the EN Performance Pathway | ✓ |  | ✓ | ✓ |  |
| * Strong planning, organisation and time management skills | ✓ |  | ✓ | ✓ |  |
| * High level of competency when using Microsoft Office | ✓ |  | ✓ | ✓ |  |
| * Knowledge and experience of using performance analysis | ✓ |  | ✓ | ✓ |  |
| * Excellent presentation skills |  | ✓ | ✓ | ✓ |  |

Code: A/F – Application form, I/T – Interview/Test, R – References

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| **Effective Behaviours Framework**  The University has identified a set of effective behaviours which we value and have found to be consistent with high performance across the organisation. Part of the selection process for this post will be to assess whether candidates have demonstrably exhibited these behaviours previously. |
| **Managing self and personal skills:**  Willing and able to assess and apply own skills, abilities and experience. Being aware of own behaviour and how it impacts on others. |
| **Delivering excellent service:**  Providing the best quality service to all students and staff and to external customers e.g. clients, suppliers. Building genuine and open long-term relationships in order to drive up service standards. |
| **Finding innovative solutions:**  Taking a holistic view and working enthusiastically and with creativity to analyse problems and develop innovative and workable solutions. Identifying opportunities for innovation. |
| **Embracing change:**  Adjusting to unfamiliar situations, demands and changing roles. Seeing change as an opportunity and being receptive to new ideas. |
| **Using resources:**  Making effective use of available resources including people, information, networks and budgets. Being aware of the financial and commercial aspects of the University. |
| **Engaging with the big picture:**  Seeing the work that you do in the context of the bigger picture e.g. in the context of what the University/other departments are striving to achieve and taking a long-term view. Communicating vision clearly and enthusiastically to inspire and motivate others. |
| **Developing self and others:**  Showing commitment to own development and supporting and encouraging others to develop their knowledge, skills and behaviours to enable them to reach their full potential for the wider benefit of the University. |
| **Working with people:**  Working co-operatively with others in order to achieve objectives. Demonstrating a commitment to diversity and applying a wider range of interpersonal skills. |
| **Achieving results:**  Planning and organising workloads to ensure that deadlines are met within resource constraints. Consistently meeting objectives and success criteria. |