

ROLE DESCRIPTION – Voluntary

ROLE TITLE	England Senior Women’s Head Coach – Beach Volleyball
REFERENCE	VBENHCM2019
REPORTS TO	Talent Lead
DIRECT RESPONSIBILITY FOR	England Senior Women’s Beach Squad Athletes, Assistant Coaches, Team Manager & Support Staff.
BASED AT	Remote

ROLE PURPOSE

To create and deliver an athlete centred performance programme that aims to develop physical, mental, technical and tactical attributes of selected athletes in order to deliver success on the international stage.

KEY RESPONSIBILITIES

Programme Development

- Develop, deliver and communicate an athlete centred programme of training and competition for the England Senior Women’s Beach Volleyball Squad to provide the best opportunity to prepare for the 2022 Commonwealth Games.
- To ensure that the programme is cost neutral and develops the squad athletes in the lead up to the 2022 Commonwealth Games as best as possible.
- To set high performance standards and behaviours to create a World Class environment within the programme and maintain immaculate coaching standards and behaviours within the programme.
- To assist in the development of fair, transparent and effectively communicated policies and procedures for the selection and participation of athletes, coaching and support staff within the programme.
- Develop relationships with the Junior England Beach Volleyball head coach and HUB coaches to support athlete access to the senior England Talent Pathway.
- To deliver a high standard of technical coaching.
- Work closely with the HUB staff and Technical & Talent Sub Group.

Performance Development

- Build a performance development environment that challenges aspiring players individually and as a team to strive for excellence.
- Attend training and competition activities of the England Senior Women’s Beach squad and maintaining contact between formal contact.
- Prioritise the safety and welfare of all athletes and staff members while on the programme.
- Design a programme of training incorporating athlete development of technical, tactical, physical and mental skills.
- Implement individual development plans for all athletes on programme with predetermined dates for review.
- Oversee the implementation of a holistic athlete education programme incorporating – strength and condition, anti-doping, nutrition and mental skills.

Administration

- To uphold the Volleyball England selection policy to all selections for access to the squad training and competitions. Includes supplying timely feedback on all selections and deselections.



- To empower the Team Manager, Assistant Coaches and support staff to fulfil their roles and maximise the efficiency of the programme.
- To work closely with HUB staff to plan, monitor and evaluate the programme ensuring that the budget for the programme is managed efficiently.
- Report formally twice per year to the Technical and Talent Sub Group on:
 - Athlete progress
 - Physical & mental wellbeing of athletes
 - Selection & deselection considerations (retention rates)
 - Performance at competitions
- Supply information to the HUB to feed the Volleyball England Talent Tracker

CANDIDATE REQUIREMENTS

The successful candidate must:

- Sign and abide by the Volleyball England 'Ways of Working' document.
- Sign and abide by the Volleyball England Codes of Conduct.
- Always have a current DBS in place.
- Have completed a Safeguarding and Protecting Children workshop.
- Have successfully completed the UK Anti-Doping Advisor course (online).
- Ideally hold a Volleyball England Level 3 award and a FIVB Coaching Award
- The successful candidate must attend and complete the Volleyball England induction programme.
- You must be eligible to work within the United Kingdom.

APPLICATION PROCESS

Please complete the short online application form. This is the [link](#). We won't accept CVs for this role.

The key dates are:

Closing Date: 10 November 2019
Shortlisting: 11 – 13 November 2019
Interviews: week beginning 25 November 2019. The interviews will take place by video call. Successful candidates will be required to present their programme plans to the panel.




If you have any questions about the role please contact Gillian Harrison, Technical and Talent Coordinator, Tel: 01509 227734

PERSON SPECIFICATION

Volleyball England has adopted the UK Coaching Behaviour Framework to find coaches who have exceptional People skills, Coaching Practice skills and Personal skills and they can demonstrate outstanding coaching behaviours in these areas

Coaching Behaviours: Knowledge + Skill = Behaviour



	Knowledge <i>Need to understand...</i>	Skill <i>Need to be able to...</i>	Behaviour <i>Need to show they...</i>	
 <p>People Interacting with others</p>	Communication	Listening, Questioning, Demonstration, Instruction & Explanation, Communication Platforms	Prioritise information and identify how & when to best communicate with others	Take time to consider how & when to communicate, breaking things down into easy understandable chunks
	Relationships	Taking Notice, Building Rapport, Creating Connections, Developing Understanding	Identify opportunities to develop understanding & connection with individuals	Connect with people as individuals in a respectful & empathetic way, creating a positive, empowering and safe social environment
	Inspirational	Motivation, Influencing & Persuading, Behaviour Change	Identify ways to create positivity in an individual & support sustained behaviours change	Encourage & support people to stay motivated & achieve
 <p>Practice Facilitating sessions</p>	Planning	Analysing Information, Session, Planning, Risk Assessment, Goal setting	Show consideration for maintaining safety & a clear rationale for activities used	Provide clarity on how planned activities & sessions link together, highlighting any associated risks
	Doing	Activity, Differentiation, Adaptation, Inclusion, Specific Skill Development	Recognise & implement adaptations to keep people safe, engaged & challenged	Maintain a safe physical & social environment throughout all elements of their sessions
	Review	Feedback Strategies, Analysing, Information, Communication	Identify opportunities to use and collate feedback, linked individual outcomes for participants & self	Provide relevant & constructive feedback to participants as well as reflecting to develop own coaching practice.
	Technical Knowledge	Sport/Activity Context, Technical, Tactical, Associated Equipment	Identify the appropriate level of information or action required to respond to reasonable queries keep participants engaged and challenged	Confidently facilitate their session, providing varied & differentiated activity based on individual needs
 <p>Personal Understanding self</p>	Philosophy & Values	Duty of Care, Personal, Motivation, Coaching Values	Identify how and when to act to add value to the experience for people	Act with integrity emphasising a consistent coaching vision
	Progressive	Strengths, Weaknesses, Learning, Preferences, Accessible Learning	Recognise their strengths and opportunities for personal development	Strive to develop themselves & maintain the highest possible standards to meet the challenges of their role
	Collaborative	Available Support Networks	Recognise when & how additional support is required to add value	Draw on support or expertise at appropriate times to enhance delivery



DETAILS

ROLE TITLE	England Senior Men's Head Coach – Volleyball
REMUNERATION	Voluntary
TENURE	1 year, with a review in June 2022
HOURS	As necessary
NOTICE PERIOD	4 weeks

Volleyball England has an equity policy and is committed to equal opportunities. The equity policy can be found on www.volleyballengland.org.

Volleyball England is committed to best practice in the care of children and as such this post may be subject to a Disclosure and Barring Service (DBS) check. The child protection policy can be found on www.volleyballengland.org.

This role description is not exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the company.