

<b>Job Description</b>	<b>Junior Talent Pathway Manager</b>
Department	Performance
Reporting to	Head of Performance Department
Responsible for	England Development Coach(es) England Potential Coach(es) Aspire Coaches
Salary	£30,000-35,000
Hours of work	Full-Time
Main purpose of role	Responsible for leading the England Squash junior talent pathway, including: England Development Programme, England Potential Programme, Aspire & Super-Regional Programmes, to ensure an integrated, inclusive and progressive pathway.
Main duties and responsibilities	<p><b>Leadership and Management</b></p> <ol style="list-style-type: none"> <li>1. Overall responsibility for leading and managing the junior talent pathway.</li> <li>2. Drive the annual junior talent pathway plan and work alongside the Performance Operations Manager to align this with the operational plan.</li> <li>3. Create an environment that establishes the right behaviours and embeds the England Squash performance brand and values.</li> <li>4. Oversee a system where the junior talent pathway connects effectively with parents, players and coaches.</li> <li>5. Plan, implement and monitor a regional and county structure of delivery for players.</li> </ol> <p><b>Coach Education and Development</b></p> <ol style="list-style-type: none"> <li>6. Connect with the wider England Coaching Network and contribute to creative systems to engage with these coaches (and players) within and working towards the pathway.</li> <li>7. To work closely with the Coaching team to embed a programme of coach development and to use the established 'player profiles' to inform the syllabus and strategy of the coach development programme.</li> </ol> <p><b>Pathway Development</b></p> <ol style="list-style-type: none"> <li>8. Liaise with competitions staff to support the development of 'best practice' in the competition structure to support players in the pathway.</li> <li>9. Connect England Development and England Potential to the Aspire / Super-Regional Programmes to ensure an inclusive and</li> </ol>

	<p>progressive pathway is established for players to reach their potential.</p> <ol style="list-style-type: none"> <li>10. Aligned to the 'What It Takes To Win' model and our player development philosophy, refine the progressive player profiles at each phase of the junior talent pathway.</li> <li>11. Alongside the National Coaching Team, attend agreed squads as required.</li> <li>12. In collaboration with the National Coach and Performance Operations Manager, develop an athlete transition programme to support players entering and exiting the player pathway.</li> <li>13. Lead on the development and implementation of a player wellbeing programme across the pathway.</li> </ol> <p><b>Administration and Operations</b></p> <ol style="list-style-type: none"> <li>14. Oversee and communicate the selection of England junior teams and players for World / European / National Age Group Championships.</li> <li>15. In conjunction with the Performance Operations Manager and relevant Talent Pathway Coach(es) oversee the allocation of external funding and/or support service awards.</li> <li>16. Be the key point of contact for junior talent pathway coaches.</li> <li>17. Reporting on the junior talent pathway programme for internal monthly meetings, Sport England reviews and to board, management groups and committees as required.</li> <li>18. Ensure appropriate squad feedback reports and annual player reviews are conducted, set performance goals and regularly monitor performance.</li> <li>19. Implement a system of data management to collect necessary data to inform future decisions and ensure relevant KPI's are achieved.</li> </ol> <p><b>Miscellaneous</b></p> <ol style="list-style-type: none"> <li>20. The post-holder's duties must at all times be carried out in compliance with our Equal Opportunities Policy, and Child Protection and Vulnerable Groups Policy.</li> <li>21. Ensure the health and safety of all staff, volunteers, personnel and resources within the post-holder's duties and personal responsibilities are as per the requirements of the Health and Safety at Work Act 1974.</li> <li>22. To undertake other such duties and responsibilities that the post-holder may from time to time be directed to perform by England Squash.</li> <li>23. Willing and able to work unsocial hours. The role will include some evening and weekend work plus travelling with overnight stays.</li> </ol>
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