

Job Description	National Coach
Department	Performance
Reporting to	Head of Performance Operations
Responsible for	N/A
Salary	Commensurate with experience
Hours of work	Full time, permanent
Location	Flexible with attendance at Manchester office as required
Main purpose of role	<ul style="list-style-type: none"> • To be responsible for the management of the Team England Programme and the creation of a high performing environment in which players are empowered to perform to a 'world-class' level both on and off the court. • To be responsible for the preparation of English players for the Olympic Games and English teams for WSF and ESF events (including World Team Championships and European Team Championships). • To be responsible for devising the delivery framework and outcomes for our junior talent pathway programme. • To assist the Head of Performance Operations in creating a 'world-class' high performance and talent development environment.
Main duties and responsibilities	<ul style="list-style-type: none"> • To direct the training programmes of all funded players. In conjunction with the Head of Performance Operations, to ensure players are supported to perform to the best of their ability in all international competitions. • To challenge and support our talent pathway coaches through innovation, the development of cutting-edge methods and influencing the continual development of other coaches that support Team England players. • To lead the technical and tactical analysis for Team England, including identifying and presenting key information on opponents, to inform strategies for England players. • To be a member of the ratification panel for junior 'Team England' selections and lead the selection of teams for senior international representation, in addition to contributing to funding awards to relevant senior players. • In conjunction with the Head of Performance Operations, provide leadership and direction to Team England players, coaches and support staff, ensuring targets are achieved. • To conduct bi-annual reviews of each funded player, to set performance goals and to continually monitor player performance.

	<ul style="list-style-type: none"> • In conjunction with the Head of Performance Operations, to conduct bi-annual appraisals of performance coaching staff, to set performance goals and to continually monitor performance. • In conjunction with the Talent Pathway Manager, to lead and influence the technical, tactical, movement, mentality and behavioural aspects that underpin the Talent Pathway. • To be available to speak with media before, during or after major championships and at other times as requested by Head of Performance Operations or CEO. • To submit appraisals on Team England performances following major competitions (including Olympic Games, World Team Championships, European Team Championships) and to de-brief the Head of Performance Operations and other members of England Squash senior management and board. • To promote the best interests of England Squash and to contribute towards maintaining a positive image as one of the most respected and successful squash nations in the World.
	<p>Other Duties</p> <ul style="list-style-type: none"> • To undertake other duties from time to time as reasonably required by the Head of Performance. • To comply with the requirements of the staff handbook. <p>General Information – The post holder shares with all colleagues the responsibility:</p> <ul style="list-style-type: none"> • To help maintain and improve the working environment within their area of work and England Squash as a whole. • To cooperate with measures introduced to ensure there is equality of opportunity in employment and sports equity. • To comply with all aspects of Health and Safety policy and procedure. <p>This job description is not to be regarded as exclusive or 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 organisation.</p>

National Coach Person Specification	
QUALIFICATIONS	
Essential	Desirable
<ul style="list-style-type: none"> • Demonstrable educational background / qualifications or equivalent work experience relevant to the job description 	<ul style="list-style-type: none"> • Evidence of self-driven CPD

KNOWLEDGE, SKILLS & EXPERIENCE	
Essential	Desirable
<p>The successful candidate will need:</p> <ul style="list-style-type: none"> To demonstrate significant world-level coaching experience. To have an in-depth knowledge of the requirements of a world class environment and what it takes to win at the highest level. To be relentless in the pursuit of excellence with the energy and enthusiasm to influence and inspire those around them. To demonstrate they can develop and implement strategies including leading a team and utilising available resources. 	<ul style="list-style-type: none"> An understanding of the role and work of a National Governing Body. Be able to evidence leading successful World Class Performance Programmes. Ability to establish rapport and credibility quickly with people at all levels. The ability to use and interpret data and insight to support decision-making. Evidence of delivering medal success at the pinnacle of our sport.
<ul style="list-style-type: none"> To have ambition and the drive to get the best from our current senior players and coaches, combined with a commitment to support the establishment of a high performing talent system that can accelerate the development of our next generation of players. To be open minded and ambitious to personal learning and the development of others for the purpose of gaining a competitive advantage. To be analytical in approach for the purpose of ensuring, understanding and evidencing what works and why. To have high levels of integrity and openness combined with commitment to good governance. To understand the subtleties of the coach/player relationship including the boundaries required to maximise player potential whilst taking account of the philosophy of the world class system. The ability to produce high quality management reports as required by Sport England, UK Sport, and our board. 	
PERSONAL	
Essential	Desirable

<p>The successful candidate will be:</p> <ul style="list-style-type: none"> • A results focussed and emotionally empathetic Head Coach used to achieving goals whilst retaining full accountability for the outcomes. • Highly driven and determined with a proven track record of supporting squash players to reach the highest world level. • A Head Coach who understands the value, commitment and delivery of a World Class Performance Programme. • A team player with a proactive, positive, solution-focused approach. • Flexible and reliable, demonstrating energy, commitment and enthusiasm. • Able to use feedback to identify appropriate areas for development. • Able to apply knowledge or skill and bring new ideas and innovation. • Flexible, able and willing to work outside normal office hours when required including domestic and overseas travel. • Able to demonstrate our values of 'connecting', 'driving', being adventurous" and 'working together'. 	<ul style="list-style-type: none"> • Able to identify new areas for learning whilst regularly creating and taking advantage of opportunities provided by the role.
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Recruitment process

How to apply

Please submit your CV and covering letter to louise.pickford@englandsquash.com the letter should outline how you meet the person specification.

All applicants must also complete the England Squash [Equal Opportunities Monitoring Form](#).

Closing Date: 17:00, Friday March 15, 2024.

England Squash is keen to address areas of underrepresentation in its workforce and is passionate about creating an inclusive and diverse workplace. We actively encourage applications from candidates from underrepresented groups with diverse backgrounds and life experiences.

If you would like to have an informal conversation about the role, please contact Chris Robertson (Head of Performance Operations) chris.robertson@englandsquash.com or Mark Williams (CEO) mark.williams@englandsquash.com Please note Chris is available to discuss the role from Monday February 26th and Mark from Wednesday February 28th.