**England Squash
Performance Coach**

**Salary: £30-34k Full Time Position**

England Squash is seeking a talented, experienced and dedicated professional coach to join the Coaching & Performance team.

Based: Manchester

The successful candidate will have the authority and be responsible for:

* The management, co-ordination and implementation of a ‘transitional’, ‘National Junior Programme’ from Under 13s through to Under 19s.
* Coaching junior performance players and setting the development standards of Playing, Competing and Winning in national age group programmes at Under 13, 15 and 17.
* The development, preparation and management of Coaching–Practice–Competition programmes for junior performance players.
* Supporting and co-ordinating other England Squash coaches.
* Contributing to our Coach Development Programme by leading coaching courses and workshops.

Possessing an England Squash (or equivalent) Level 3 or 4 coaching qualification, you must have a proven track record of squash coaching at junior level and be a confident, effective communicator with the ability and energy to motivate yourself and others, as well as working effectively as a team member.

To apply, please send your CV and a covering letter (marked Private & Confidential), including the details of two referees, to:

Louise Pickford

England Squash

National Squash Centre

Rowsley Street

Manchester

M11 3FF

Or email: louise.pickford@englandsquash.com

Closing date: Wednesday 26 July

Interview date: week commencing 31 July

Our benefits: England Squash offers employees a competitive salary and excellent benefits package.

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| JOB DESCRIPTION | **Performance Coach** |
| Department: | Performance |
| Reporting to: | National Coach  |
| Salary: | £30-34k plus benefits including car allowance, pension.  |
| Main purpose of Role: | * The management, co-ordination and implementation of a ‘transitional’, ‘National Junior Programme’ from under 13s through to u19s.
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| Main Duties, Authorities & Responsibilities: | * The coordination and management of England junior teams and players for World / European events
* The development, preparation and management of Coaching– Practice– Competition programmes for junior performance players
* The development of the skill sets of rallying – acute accuracy and applying pressure in open rallies
* The management of England Development Programme training camps and Aspire squads
* Coaching / assisting at u19 / transitional / senior national training camps
* Quarterly reporting and maintenance of development programme records, recording activities / progressions / areas of focus for junior programmes players, as required by the National Coach
* The tutoring, assessment and internal verification of England Squash Coaching qualifications (Levels 1-3)
* Regular communication with the parents and personal coaches of junior programme players
* Regular communication with the extended network of England Squash coaches
* Attendance at key junior competitions - domestic / international and other England Squash events, as required
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| High Performance Coach | **Person Specification**  |
| **Knowledge and Experience:** | **Essential*** Proven experience and track record of coaching junior squash
* An in-depth understanding of coaching methodology, styles and practical delivery of squash in open rally situations
* England Squash Level 3 qualification or equivalent
* An England Squash Coach membership
* A practical working knowledge and understanding of how squash is measured - played – competed for – won and lost
* A practical working knowledge and understanding of when and how learning best takes place for aspiring young players in the coaching environment
* A practical working understanding of how to analyse player development needs in match situations
* A practical working knowledge of performance profiling and match / development analysis including:
* What players are trying to achieve
* Why the player should do it for tactical development
* When it would be appropriate to do it
* How the player could / should do it
* A practical working knowledge and understanding of the differences between conscious and sub-conscious learning in aspiring young players
* A practical working knowledge of how to coach open skill rallying to create opportunities to gain tactical advantage
* A practical working knowledge of how to coach as well as what to coach
* A practical working knowledge of use of coaching tools \ areas of focus for aspiring young squash players
* An understanding of long-term player development
* A working knowledge of performance profiling and analysis
* A full UK driving licence
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|  | **Desirable*** England Squash Level 4 / High Performance Award qualification
* Experience of coaching / managing at junior / senior international competition
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| **Leadership Skills:** | **Essential*** Demonstrable ability to command the respect of players; coaches, partners, professional staff and volunteers
* Reputation / track record as someone who is known for ‘getting the job done’ including taking tough decisions when necessary
* Proven ability to enthuse, motivate and enable others to achieve results
* Ability to challenge oneself to become a more skilled communicator / squash coach
* Ability to challenge other coaches to become more skilled communicators / squash coaches
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| **Communication Skills:** | **Essential*** Credibility and experience to influence players and coaches successfully at national level
* Ability to effectively communicate through the use of demonstration, oral and written skills
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| **Management Skills:** | **Essential*** Established ability to manage people and programmes
* Proven ability to deliver against objectives
* Ability to agree and manage work programmes, ensuring effective monitoring against key performance objectives
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| **Personal Qualities:** | **Essential***The commitment*:* To promote the England Squash philosophy of coaching and coach development
* To display a natural curiosity to find and build on new innovations for squash coaching
* To act as an ambassador to promote the England Squash philosophy of practical coaching and coach education of squash
* To bring passion, drive and determination to the role
* To set goals that are stretching and challenging
* To treat others with respect
* To listen and consider how others are thinking and feeling
* To be open and honest with others to build trusting relationships
* To review past experiences to improve future performances
* To actively engage in personal and professional development opportunities
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