**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](mailto: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. |
| 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 |
|  | **Desirable**   * England Squash Level 4 / High Performance Award qualification * Experience of coaching / managing at junior / senior international competition |
| **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 |
| **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 |
| **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 |
| **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 |