

Director of Netball

Job Ref: REQ17689

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Job Description

Job Grade: Management and Specialist, Grade 7

Job Purpose

To provide strategic direction, leadership and oversight of performance netball at Loughborough Lightning and Loughborough University.

To plan, implement and manage a coaching programme for performance netball within the Lightning SuperLeague Franchise and at Loughborough University

Job Duties

- › Build a culture of excellence, innovation and learning that supports student and player development throughout performance netball at Loughborough University.
- › Leadership and management of a coaching programme for the Loughborough Lightning SuperLeague high performance netball squad.
- › Creation of a strategic plan for the development of high performance SuperLeague netball at Loughborough to contribute to the achievement of SDC and University goals.
- › Lead on the implementation and management of the strategic plan to drive high performance netball forward in conjunction with other University performance sport staff, the Athletic Union, the East Midlands Region and the Athletic Union netball club committee.
- | › Developing the capacity within the performance programme to achieve the programmes strategic goals.
- | › Evaluate and monitor progress against the strategic plan objectives.

Performance Programme

- › Ensuring that the programme promotes the mission and values of performance sport at Loughborough (see <http://loughboroughsport.com/performance/performance-sport-charter/>).
- › Manage an effective coaching programme for the Loughborough Lightning SuperLeague high performance squad and oversee the pathway squads and BUCS teams beneath them. This includes development of appropriate annual training programmes, covering pre-season as well as competitive season programmes.
- | › Ensure competitive success [as defined each year with the Head of Performance Programmes] in SuperLeague, national age group competitions, BUCS and other national league competitions as appropriate.
- › Where necessary recruit, direct and manage the additional assistant coaching staff required for the effective coaching and development of the performance squad.

- › Work with England Netball or other external partners to place our programme within a national player pathway wherever possible.
- › Where necessary liaise with the England Netball national coaching team in relation to player recruitment, development, training and playing programmes.
- › Co-ordinate and drive the delivery of support services (sports science, sports medicine and strength and conditioning) to the performance squad.
- › Work proactively to recruit high level netball players to Loughborough Lightning and Loughborough University.
- › Provide pastoral support and care to the performance squad members in conjunction with other coaching, academic and performance sport staff (i.e. Lifestyle mentors).
- › Identify potential sports scholars (e.g. Loughborough Student Sport Foundation, Talented Athlete Scholarship Scheme) and assist in managing the scholarship funding for individual performers.

Management

- › Oversee the Lightning Pathway (U21, U19, U17 and beyond) and all BUCS teams, ensuring an age-appropriate high quality training and competitive environment for each age group or team.
- › Ensure the Lightning Pathway coaching team receives access to a CPD programme each year.
- › Provide advice to the East Midlands region talent development pathway and local performance clubs to assist them in their development of talented players and improve the quality of their coaching in the region.
- › Advise the AU club on the coaching and support structure for all BUCS teams, assisting the club committee with areas such as the appointment of appropriate coaches, squad selection and training programmes throughout the pathway.
- › Be abreast of the latest trends and developments within netball in order to incorporate this thinking into the strategy for netball at Loughborough.
- › Ensure an understanding of all netball related activity at Loughborough University and provide input and netball specific knowledge as requested. Assist in joining up activity across netball provision where possible.
- › Ensure all staff have undertaken a DBS check and safeguarding training as appropriate.

Budgetary Responsibilities

- › Prepare, manage and monitor budgets for the performance squad, as requested by the Head of Performance Programmes.
- › Participate in the development of income generating activities that can financially support the Lightning franchise and/or performance squad.

Public Relations

- › Work with other SDC staff to promote the profile of netball at Loughborough University, nationally and internationally.
- › Ensuring team information is provided in a timely manner to the Sports Communications Coordinator and Sports PR Manager.
- › Work with SDC/University colleagues to ensure the players fulfil their role in promoting performance netball, Loughborough Lightning and Loughborough University. This may include player appearances, writing website articles or blogs and active participation in social media, providing it is not to the detriment of their training and competitive programmes.
- › Where possible, support Loughborough Sport sponsor events.

General Requirements

- › Contribute to the sharing of coaching ideas and skills within the high performance educational forums available on campus.
- › To promote adherence to ethical guidelines and regulations with regard to drugs and doping in sport, in line with UK Anti-Doping (UKAD) guidelines and the Loughborough University 'Clean Sport' commitment.
- › In conjunction with the SDC Education and Development Manager, to ensure that all athletes attend appropriate anti-doping workshops (including 100% ME).
- › Actively work to promote Loughborough University sport and netball at Loughborough.
- › Undertake additional duties as requested by your line manager from time to time

Points To Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

Special Conditions

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

Organisational Responsibility

Reports to the Head of Performance Programmes

Responsible for Netball Programme Manager
 Loughborough Lightning Pathway Head Coach.

Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

Essential Criteria

Area	Criteria	Stage
Experience	Proven experience of coaching high performance netball.	1,2,3
	Substantial experience of coaching high level players and/or talented young players.	1,2,3
	Proven experience in the development of long-term coaching programmes.	1,3
	Significant experience of strategic planning and direction of a netball programme, both on and off the pitch.	1,3
Skills and Abilities	Proven netball coaching ability.	1,2,3
	The ability to lead a multi-disciplinary team to deliver performance outcomes	1, 3
	The ability to motivate and empower others to deliver	1, 3
	Excellent communication skills, both oral and written	1, 3
	Knowledge of current coaching and training processes.	1,3
	Knowledge of England Netball / Club issues.	1,3
	Good organisational and time-management skills.	1,3
	IT skills necessary for analysis, report writing and general communication.	1,3
Qualifications	Level 3 Netball Coaching Qualification or equivalent experience. (or the willingness and ability to achieve within 12 months of starting the role).	1
Training	Willingness to update First Aid and Health & Safety requirements for netball and work towards more advanced coaching awards and qualifications.	1
Other	Adherence to the Loughborough University 'Clean Sport' Commitment Statement.	1,3
	Flexibility and willingness to work irregular hours as necessary.	1
	To observe the University's Equal Opportunities policy at all times.	1,3

Desirable Criteria

Area	Criteria	Stage
Experience	Experience of University netball.	1,2,3
	Previous experience of using Microsoft Office (Word, Excel, Access and PowerPoint).	1,3
Qualifications	Sport related degree or equivalent experience.	1?

Conditions of Service

The position is full-time and open-ended. Salary will be on Management & Specialist Grade 7 £39,324 to £46,924 per annum, at a starting salary to be confirmed on offer of appointment, subject to an annual pay award.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>

Informal Enquiries

Informal enquiries should be made to:

Jo Emmett, Head of Performance Programmes by email J.Emmett@lboro.ac.uk

Or

Olivia Murphy, Assistant Netball Coach/Netball Technical Coach by email at O.E.Murphy@lboro.ac.uk

Applications

The closing date for receipt of applications is **Sunday 27 August 2017**. Interviews will be held on **7 September 2017**.