

## LOUGHBOROUGH LIGHTNING PATHWAY HEAD COACH

Job Ref: REQ211380

**As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.**

Loughborough University is excited to add a comprehensive and seamless talent pathway to our Loughborough Lightning Franchise. This post provides a unique opportunity to identify, develop and support the next generation of English netball players.

### **Background from England Netball:**

The England Netball (EN) Performance Pathway is evolving; our vision is to have the World's most successful Performance Pathway, a simple statement with bold intent. EN and the Vitality Netball Superleague (VNSL) teams are seeking a cohort of Coaches to be based out of our English VNSL teams and lead the Performance Pathway within these High Performance environments.

This is a partnership between EN & Loughborough Lightning; you will be working with the guidance of The Loughborough Lightning Head Coach and the EN Pathway Head Coach with opportunities for professional development in both environments. The core purpose of this role is to manage the pathway and to develop future VNSL players and ultimately Roses who are equipped to be World Class players; striving for excellence and living and breathing a 'Netball First' culture.

We are looking to recruit dynamic, motivated individuals with leadership qualities, a strong work ethic, passion for the game and proven experience of working in Netball Performance environments to help us deliver on our vision, mission and objectives.

These are exciting times for our sport, with a new funding cycle and a home World Cup fast approaching there is new opportunity to develop the best young players that England has in a combined training and competition environment. We are seeking outstanding individuals to support our ambitious aims. The development of our players and the chance to help guide them through the pathway and onto VNSL senior teams and towards International success is paramount. It is critical you understand the differences between the domestic and international game, and the performance prerequisites. If you want to make high performance coaching your career then this affords you the opportunity to do so in established Loughborough Lightning environment. We look forward to taking you on the journey.

### **Job Description**

**Job Grade:** Operational Services, Grade 5

### **Job Purpose**

The Loughborough Lightning Pathway Head Coach will work as part of an identified Loughborough Lightning coaching team to manage a World Class Performance Pathway Programme, developing players for competition at Loughborough Lightning and within England representative sides aiming to achieve domestic and international

success. The role includes the identification and development of talented players and facilitating their ongoing progression for Loughborough Lightning and EN.

## **Key Activities**

### **Programme:**

- In conjunction with Loughborough Lightning SuperLeague coaching team, the England Netball Pathway Head Coach (PHC) and Performance Pathway Manager (PPM) establish and develop a Performance Pathway Programme, leading, managing and systematically preparing players both on and off the court for performance competitions and accelerating their individual development as players.
- With support from the Netball Head Coach lead, plan and implement the U21s programme and the BUCS 1s programme, providing technical input into each team and players, with support from the Netball Head Coach. Oversee the volunteer coaches within the programme.
- Set the direction of the programme and deliver an annual plan that is aligned to a development curriculum covering technical, tactical, physical and mental development, with input from the Netball Head Coach as required.
- Alongside the Netball Head Coach, liaise with Strength & Conditioning Coaches and other multi-disciplinary team members where appropriate to ensure added value to the Performance Pathway programme.
- Develop, monitor and manage the training schedule and load of players within the programme. Engage with key stakeholders in player networks to ensure that training programmes and competition schedules can coexist effectively.
- Liaise with the PHC and the Netball Head Coach to case manage the age group international players and contribute to their Individual Athlete Plans.
- Ensure competitive opportunities with other VNSL Teams or equivalent opposition to complement and prepare players for EN performance competitions.
- Support EN in the delivery of Department of Education Study Programmes as directed by the Netball Head Coach.

### **Scouting/Screening/Selection:**

- Lead and manage the process of screening of players into the programme in conjunction with Loughborough Lightning Head Coach and Scouts/Selectors where appropriate in line with an agreed policy and talent development principles. Ensure that screening data is collated and analysed and that the appropriate feedback is given to players.
- Establish a network of entry points into the Loughborough Lightning programme and provide strategic programme/player directives to County and Satellite Pathway/Club/School Coaches where appropriate.
- Lead and manage the exit process for players leaving the pathway, ensure that each player undertakes an exit interview and provide reports to EN and Sport England as necessary.
- Contribute to the EN Player Pathway Database as necessary.

## **Managing Relationships:**

- Liaise with a wide range of stakeholders, including players, parents, coaches, volunteers and administrators.
- Engage in productive and cooperative working relationships with EN.
- Oversee volunteer coaches to ensure aligned and effective pathway delivery within the Loughborough Lightning environment (to include the U19 and U17 squads and the Loughborough Lightning Talent Academy).
- Support other Performance Pathway activity and objectives (e.g. England Pathway Camps/Positional Days), directed and agreed by the PPM/PHC/Loughborough Lightning Head Coach.

## **Other:**

- Attend a minimum of two EN CPD meetings annually.
- Undertake role specific CPD as directed by the PHC/Loughborough Lightning Head Coach.
- Abide by the provisions of Loughborough University's Equality and Diversity Policy.
- Respect and promote the spirit and intentions of the Loughborough University Safeguarding and Protecting Young People policies.
- Undertake such duties as may be required from time to time as are consistent with the responsibilities of the post and the needs of EN and Loughborough Lightning Team. As such, this job description is not to be regarded as exclusive or exhaustive. It is intended as an outline of the areas of work and will be subject to amendments driven by any subsequent changes in the sporting landscape.

## **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**

- Please note that a large proportion of work will take place outside of normal working hours.
- Travel is essential and international travel may be required.
- Must be able to travel independently.
- A DBS check is required for the role.

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: Loughborough Lightning Netball Head Coach  
Responsible for: N/A

## 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   | Leadership experience in a Pathway Head Coach Capacity.  | 1,3   |
|  | Experience of working in a Netball Performance Environment.  | 1,3   |
|  | Experience of delivering pathway training programmes covering Technical, Tactical, Physical and Mental development.  | 1,3   |
|  | Demonstrable experience and understanding of writing an annual plan.   | 3   |
|  | An understanding of the benefits of Sports Science and Medicine and Performance Analysis, and their application to a Performance or Development Netball environment. | 3   |
|  | Evidence of innovative and creative delivery.  | 3   |
|  | Experience of managing volunteers and working with external partners in a Performance Environment.   | 1,3   |
| Qualifications   | Netball UKCC Level 2.  | 1   |
|  | Current First Aid Qualification.   | 1   |
|  | Current certificate in Safeguarding and Protecting Children.   | 1   |
| Skills and abilities   | Excellent coaching skills with the ability to coach across the required age groups.  | 3   |
|  | Game sense approach to coaching.   | 3   |
|  | Ability to articulate tactical changes and technical improvements to players in a pressurised situation in a concise and meaningful manner.                          | 3   |
|  | The ability to motivate players and use initiative to embed a High Performance culture.  | 3   |
|  | The ability to lead and work within a multidisciplinary team.  | 1,3   |
|  | Excellent communication and engagement skills.   | 1,3   |
|  | The ability to establish and proactively manage positive, trusting and respectful relations with players and key stakeholders.                                       | 3   |
|  | The ability to support and be an advocate for the EN Performance Pathway.  | 3   |
|  | Strong planning, organisation and time management skills.  | 1,3   |
|  | High level of competency when using Microsoft Office.  | 1   |
|  | Knowledge and experience of using performance analysis.  | 3   |
|  | Other  | To observe the University's Equal Opportunities policy at all times |
| Required to provide a satisfactory disclosure statement (see <a href="http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/">http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/</a> ) for more details. |  | 3   |

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|--|--|---|
|  | A commitment to observe and uphold the SDC's 'Clean Sport Policy'. | 3 |
|--|--|---|

### Desirable Criteria

| Area                 | Criteria  | Stage |
|----------------------|---|-------|
| Experience           | Knowledge of EN's WITTW (What It Takes To Win) Framework.   | 1,3   |
| Qualifications       | A degree qualification (or equivalent) in one of the following related fields: Sports Coaching, Sports Sciences and Sports Medicine, Sports Management. | 1     |
|                      | Netball UKCC Level 3.   | 1     |
| Skills and abilities | Excellent presentation skills.  | 3     |

### Conditions of Service

The position is full-time and fixed-term from 1 Feb 2022 to 31 July 2023. Salary will be on Operational Services Grade 5, £25,627 - £30,497 per annum, subject to an annual pay award. Starting salary to be confirmed on offer of appointment.

The appointment will be subject to the University's normal Terms and Conditions of Employment for grades 1 to 5 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 [here](#).

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 [here](#))

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/>.

### Applications

The closing date for receipt of applications is **16 January 2022**. **Interview date is to be confirmed.**