

## Women's Hockey Performance Head Coach

Job Ref: REQ 220644

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

These are exciting times for Loughborough Sport. The Universities strategy propels sport to the top table, alongside Teaching, Research and Enterprise. We have a new strategic framework with a vision to create a sporting experience so positive its life shaping and the University has recently been ranked as number one in the world for sport.

### Job Description

**Job Grade: Management & Specialist Grade 6**

#### Job Purpose

- To lead, plan and implement a coaching programme for first team women's hockey performance squads within the national league competition and British University and College Sport (BUCS) 1<sup>st</sup> team at Loughborough University.
- Build a culture of excellence, innovation and learning that supports student athlete development throughout performance hockey at Loughborough University
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- To contribute to hockey performance coaching across both men's and women's hockey programmes.

#### Main Duties and Responsibilities

The role will encompass several key areas of operation for whichever programme the candidate is asked to lead:

#### *Performance Programme*

- Ensure that the programme promotes the mission and values of performance sport at Loughborough (see <http://loughboroughsport.com/performance/performance-sport-charter/>)
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- Run an effective coaching programme for the women's hockey performance squad so that they can compete successfully within National League and student (BUCS) competition. 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 outdoor and indoor national league, BUCS and other competitions as appropriate

- Input into the strategic plan, as requested by the Head of Performance Programmes, for the development of women's performance hockey at Loughborough to contribute to the achievement of the SDC and University goals.
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- Where necessary recruit, direct and manage the additional assistant coaching staff required for the effective coaching and development of the performance squad.
- In conjunction with the Head of Performance Programmes, work with England Hockey or other external partners to place our programme within a national player pathway wherever possible.
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- Where necessary liaise with the England Hockey national coaching team in relation to player recruitment, development, training and playing programmes.
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- Lead, 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 hockey players to Loughborough University (and, where appropriate, Loughborough College).
- 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***

- Advise the Athletic Union club on the coaching and support structure for all women's BUCS teams, assist the club committee with areas such as the appointment of appropriate coaches, squad selection and training programmes through the pathway.
- Be abreast of the latest trends and developments within hockey in order to incorporate this thinking into the women's hockey performance programme
- Ensure an understanding of all hockey related activity at Loughborough University and assist in joining up activity across hockey provision where possible.

### ***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 performance squad.

### ***Public Relations***

- Work with other SDC staff to promote the profile of hockey at Loughborough University.

### **This may include activities such as:**

- providing regular information for use on SDC or AU noticeboards, websites and other promotional publications

- supporting club sponsors 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 hockey at Loughborough.

### **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**

It is recognised that coaches working at this level will often have links with representative sides. This is seen as advantageous as long as it does not interfere with the work as defined.

It will be necessary to work outside normal office hours including some work in the evenings and at weekends.

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.

## 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	Experience of coaching high level players and/or talented young players.	1,3
	Proven experience in the development of long-term coaching programmes.	1,3
Skills and abilities	Proven Hockey Coaching Ability. Knowledge of current coaching and training processes.	1,2,3
	Excellent communication, player management and motivation skills.	1,3
	Knowledge of England Hockey/Club issues.	1,3
	Good organisational and time- management and skills.	1,3
	IT skills necessary for analysis, report writing and general communication.	1,2,3
Qualifications	EHA coaching award (at least Level 3) or equivalent experience.	1
Training	Willingness to update First Aid and Health and Safety requirements for Hockey and work towards more advanced coaching awards and qualifications.	1
Other	Adherence to the Loughborough University 'Clean Sport' Commitment Statement.	1,3
	Flexibility and a 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 Hockey.	1,3
	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 6 (£31,406 - £40,927 Per annum). 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 Academic and Related staff/Operational and Administrative 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/>.