

## Job Description — Performance Coach

<b>Job Title:</b>	Performance Coach
<b>Reports To:</b>	GB Head Coach
<b>Responsible For:</b>	Designated players on the British Judo Performance Institute (BJPI) programme
<b>Job Based:</b>	Based out of the BJPI at Dartford (possibilities exist for a post/s to be based at a Performance Centre/s within the BJPI Network, dependant on funding and agreement of Home Countries)
<b>Salary:</b>	£32k - £42k depending on experience and expertise

### Overall Purpose of the Job

- To develop and coach BJPI funded players and optimise player potential, performance and medal capacity at the highest levels
- To contribute to 2012 Olympic and Paralympic medal targets, as set out in the BJA's World Class Performance Strategy
- To work with the GB Head Coach and to have key input into designing and implementing high quality training and competition programmes for a group of designated players
- To ensure players are fully evaluated utilising the BJPI technical benchmarks, physical benchmarks and mental skills attributes, plus objective assessment of individual Performance Records
- To identify individual and progressive goals for player development and provide regular information and feedback to the GB Head Coach, Performance Management and support staff where appropriate
- Work closely with Judo sport science and sports medical staff to determine what specialist support is required and ensure this is effectively integrated effectively into player's training programmes
- Ensure that individual needs of players are being met on and off the mat and to co-ordinate programmes with performance lifestyle staff
- Work closely with Performance Directorate staff to assist with the development of the world class performance systems and structures for British Judo, with the BJPI being the central hub of the British Judo Performance Network, linking into to Home Country Performance Centres and performance clubs

## Key Responsibilities

- To develop and deliver British Judo High Performance coaching philosophy and programmes led by the GB Head Coach
- To design and implement individual development, periodised training and competition programmes, which meet the requirements of the benchmarks and performance objectives being agreed and set by GB Head Coach and the Performance Directorate
- To produce individual player profiles to inform player development, programme development and performance monitoring
- To prioritise resources towards achievement of medals and other agreed performance targets and to set high performance standards to ensure adherence to world class expectations
- To ensure effective communication with other performance coaches, including Home Country coaches, support staff, management and personal coaches as required
- To co-ordinate sport science and sports medical support delivery to a designated group of players and with development level players plan appropriate educational programmes
- Provide coaching support for British teams at designated international events
- Provide some general coaching support to training partners and squads, if required on an ad-hoc basis
- To monitor success and compliance with the requirements of the world class performance programme
- To assist in the development of fair, transparent and effectively communicated selection policies and appeals procedures

The post holder will share with all colleagues the responsibility:

- For making suggestions to improve the working situation and contribute to positive employee relations within their area of work and the BJA as a whole;
- To help develop and maintain a successful image and profile for British Judo both in the UK and worldwide and to contribute to communication activity – including media briefings and publicity of performance activity within the sport
- To co-operate with measures introduced to ensure there is equality of opportunity in employment and sports equity and, in addition, for post holders with a management responsibility, to encourage their staff to ensure that they comply with all aspects of the equal opportunities in employment and sports equity policies and practices
- For ensuring that the working environment is free of sexual and racial harassment and intimidation and any other form of harassment constituting unacceptable behaviour which is personally offensive

- To comply with all aspects of the BJA Health and Safety Policy and Arrangements and, in addition, for post holders with a management responsibility, to encourage their staff to ensure that they also comply with all aspects of these arrangements
- To comply with all aspects of any codes of conduct that might apply by virtue of the BJA having a presence in facilities operated by third parties.

## Personal Profile

The personal profile is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to prepare the job advert and will be used in the short listing and interview process

- Motivational coach with a track record in successfully developing competitive players. Understands high performance, capable of instilling discipline, is decisive and willing to take responsibility for results
- Ideally educated to degree level where possible (or with equivalent experience ie advanced coaching skills), computer literate with good presentational and communication skills
- A sound knowledge and understanding of modern judo preparation and training methods
- An understanding of sport science and sports medicine and integration of specialist support into player training plans and programmes
- Ability to plan, implement and review ongoing work with players
- Able to work under pressure, balancing conflicting demands and tight deadlines
- Committed to continuous personal and organisational improvement
- Ability to work effectively with colleagues from both within the BJA and from other organisations
- Conveys an image that is consistent with the BJA's values, demonstrating qualities, traits and demeanour that command leadership respect
- Shows integrity and is fair, equitable and ethical in approach. Protects confidential information, adheres to policies and demonstrates loyalty to the BJA and the high performance team
- Willing to work irregular hours and travel extensively both within the UK and overseas, with overnight stays and weekend work
- A commitment to work at the British Judo Performance Institute at Dartford and when appropriate at other Performance Centres, from 1 April 2009 onwards

**Please note as this role will require contact with athletes under the age of 18 an Enhanced CRB check from the BJA will be required for the successful candidate.**

## Employment Details and Benefits

**Job Title:** Performance Coach

**Salary:** 32k-42k

**Place of Work:** The normal place of work will be out of the British Judo Performance Institute at Dartford, but you will be expected to undertake such travel as is necessary to fulfil your job to the satisfaction of the Association

**Tenure:** This job will be offered on a fixed term basis from April 2009 to 31 March 2013, subject to continuation of funding.

A review will be undertaken approximately 6 months prior to the termination date to determine whether an extension of appointment will be offered. The BJA reserves the right to renew or not to renew the appointment at that time.

**Period of Notice:** 2 months

**Hours of Work:** Your normal hours of work are those hours necessary to fulfil the requirements of your position to the satisfaction of the Association. You will be required to work an average of 37½ hours per week.

**Holiday Entitlement:** Your annual holiday entitlement will be 20 days in the complete holiday year. In addition to this you will receive 8 bank/public holidays.

**Pension Scheme:** You may join the Association's contributory Pension Scheme - there is a contracting out certificate in force in respect of this scheme.

**Private Health Scheme:** After 3 months service you may be invited to join the Association's Private Health Scheme.

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the organisation.

*The British Judo Association is an equal opportunities employer.*

