

GB HOME NATIONS COACH

Job Title: GB Home Nations Coach

Department: Performance Pathway & Operations

Salary: Competitive

Reports To: Performance Pathway & Operations Director

Direct Reports: England Head Coach, England Coach, Apprentice Coach.

Key Relationships: Performance Director, Performance Pathway & Operations Director, Head Paralympic Coach, World Class Programme Coaches, Apprentice Coach, Home Nation Coaches, Club Coaches, Sport Science Sport Medicine Team.

Location: British Judo National Centre, Walsall (with regular travel nationally and occasional internationally)

Purpose of the Role

The GB Home Nations Coach is responsible for aligning Home Nations coaching programmes with British Judo's performance pathway, ensuring seamless progression of athletes from club to elite levels. Creating performance ready athletes transitioning from clubs, Home Nations to the World Class Performance Programme (WCPP). The role focuses on fostering collaboration across Home Nations, mentoring coaches, and supporting the development of athletes to achieve national and international success.

Key Responsibilities

1. Programme Delivery and Athlete Development

- Implement and align Home Nations coaching programmes with the British Judo performance pathway.
- Support the development and progression of athletes to transition effectively into the GB WCPP.
- Deliver high-quality technical coaching to ensure athletes achieve national and international competition success.
- Lead the athlete induction process onto the WCPP with support of the Performance Manager and World Class Programme Coaches.

2. Coach Mentorship and Development

- Provide mentorship and strategic guidance to Home Nations and club coaches, fostering a high-performance coaching culture.
- Deliver and or facilitate workshops and training sessions for coaches to enhance their technical, tactical, and leadership skills.
- Act as a liaison between British Judo and Home Nations coaches to ensure alignment of objectives and standards.

3. Collaborative Pathway Integration

- Work collaboratively with Home Nations, club coaches, and the Performance Pathway & Operations Director to create a unified talent development pipeline, where athletes have the technical, tactical, physical and mental competencies to transition onto the WCPP.
- Align programme goals with the Olympic and Paralympic performance strategy, ensuring athletes meet performance benchmarks.
- Support talent development initiatives to enhance the quality and depth of athletes progressing through the pathway.

4. Performance Analysis and Monitoring

- Work with the Data Analyst to monitor athlete progress and identify areas for intervention or support.
- Ensure athlete data and performance metrics are accurately recorded and utilised for individualised development plans.
- Conduct regular reviews with athletes and coaches to ensure alignment with development objectives.
- Collaboration with GB and Home Nations Coaches to build understanding of data, decision making and strategy.

5. Stakeholder Engagement and Representation

- Act as a key point of contact for Home Nations coaches, club coaches, and parents, addressing concerns and providing guidance.
- Represent British Judo at national and international events, promoting its values and strategic vision.
- Collaborate Home Nations stakeholders to secure support and resources for pathway programmes.

6. Governance and Compliance

- Ensure all activities adhere to British Judo's safeguarding, health & safety, and anti-doping policies.
- Conduct risk assessments for camps, competitions, and training sessions to maintain a safe environment for athletes and staff.
- Maintain confidentiality and professionalism in all dealings with athletes, coaches, and stakeholders.

Key Success Measures

- Number of athletes progressing from Home Nations programmes to the GB WCPP, Olympic and Paralympic.
- Positive feedback from Home Nations and club coaches regarding mentorship and alignment.
- Measurable improvement in athlete performance metrics and competition results at Cadet and Junior Competitions.
- Strengthened collaboration and alignment across Home Nations and British Judo.

Skills and Competencies

Coaching and Technical Expertise

- Extensive judo-specific technical and tactical expertise across all development stages of the performance pathway.
- Proven experience in coaching athletes to national and international competition success.
- Strong ability to mentor and develop coaches, enhancing their technical and leadership skills.

Relationship Management

- A cultural ambassador that can connect with, support and lead young people through highly challenging environments whilst providing appropriate support and care through inter-personal skills and safeguarding the wellbeing of athletes.
- Exceptional interpersonal skills, with the ability to foster collaboration and trust among diverse stakeholders.
- Proven ability to build and maintain strong relationships with Home Nations and club coaches.

Data-Driven Decision Making

- Ability to use data insights to monitor and enhance athlete development.
- Familiarity with performance analysis tools and methods to inform coaching decisions.

Leadership and Collaboration

- Strong organisational and leadership skills, with experience managing complex programmes.

- Ability to work collaboratively within a multidisciplinary team to achieve shared objectives.

Values and Behaviours

- Embodies British Judo's core values of respect, modesty, friendship, courage, courtesy, honour, honesty, and self-control.
 - Promotes inclusivity and diversity within the performance pathway.
 - Demonstrates integrity, accountability, and professionalism in all interactions.
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Qualifications and Experience

Essential:

- Minimum of 5 years' experience coaching at a performance and performance pathway level.
- Level 3 or higher Judo coaching qualification.
- Proven track record of developing cadet and junior athletes for international competition.
- Understanding of Olympic and Paralympic judo at pathway domestically and internationally and experience of coaching visually impaired athletes at a pathway level.
- Current safeguarding certification and enhanced DBS clearance.

Desirable:

- Degree or equivalent qualification in sports coaching or a related field.
 - Experience working within a national governing body or similar organisation.
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Special Conditions

- Regular domestic travel and occasional international travel required.
- Flexible working hours, including evenings and weekends.
- Role subject to annual performance review and compliance with British Judo's policies and standards.
- The Job Description may be subject to change at any time at the discretion of the BJA and in accordance with business developments. Any changes will be communicated to and consulted with the post holder appropriately.

British Judo is committed to fostering a diverse and inclusive workforce. We actively encourage applications from candidates of all backgrounds, particularly those from underrepresented groups, including women, ethnic minorities, individuals with disabilities, and LGBTQ+ candidates. We believe that diversity of experience and perspective strengthens our organisation and enhances our ability to serve our community. British Judo is committed to Sport England and UK Sport requirements for all NGBs to have a Diversity Inclusion Action Plan (DIAP). British Judo is proud of the DIAP and would encourage all candidates to take an opportunity to read this [HERE](#).

We are also open to considering applications from individuals who possess strong transferable skills or can demonstrate an aptitude for the role, coupled with a genuine appetite to embark on a learning journey with us. If this sounds like you, and you believe you meet some of the requirements but are eager to develop further and are ready to put in the effort to achieve the rest, we want to hear from you. Get in touch and tell us why you are a great fit for British Judo.

If you require any reasonable adjustments during the application process or wish to discuss any particular needs, please do not hesitate to contact us. We are committed to creating a supportive and accessible environment for all applicants.