

OLYMPIC PROGRAMME COACH

Job Title: Olympic Programme Coach

Department: Performance

Salary: Competitive

(Salary and grade will reflect the expected international travel and time away from home).

Reports To: Performance Director

Direct Reports: None

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

Location: British Judo National Training Centre, Walsall (with significant domestic and international travel up to 150 days a year)

Purpose of the Role

The Olympic Programme Coach will support the World Class Programme Coaches in the preparation, coaching, and performance delivery for athletes on the Olympic World Class Performance Programme (WCPP). This role will be pivotal to working with the other World Class Programme Coaches to deliver the Olympic Potential Programme under the guidance of the Performance Director. This role is pivotal to delivering British Judo's strategic vision and aligning with UK Sport funding objectives. The World Class Programme Coach will be key in creating and supporting a world-class coaching environment that optimises athlete development and ensures medal-winning performances.

Key Responsibilities

1. Strategic Leadership

- Work as part of the World Class Programme Coaching Team in the delivery of the Performance strategy, aligned with British Judo's strategic goals and UK Sport objectives.
- Work as part of the World Class Programme Coaching Team in the implementation of the "What It Takes to Win" (WITTW) framework to ensure athlete progression and medal performances in both Men's and Women's Programmes.
- Particular focus on the Olympic Potential Programme in collaboration with Performance Director and World Class Programme Coaches.
- Monitor and evaluate the effectiveness of athlete performance, using data insights to inform decisions and refine strategies.

2. Athlete and Team Development

- Work as part of the World Class Programme Coaching Team in the design and overseeing of Individual Athlete Plans (IAPs) through a multi-disciplinary

approach, tailored to the technical, tactical, physical, and psychological needs of athletes to qualify for the Olympic Games.

- Lead the Olympic Potential athletes in the design and overseeing of Individual Athlete Plans (IAPs) through a multi-disciplinary approach, tailored to the technical, tactical, physical, and psychological needs of Olympic potential athletes.
- Provide high-quality, technical, and tactical coaching to optimise athlete performance.
- Foster a culture of accountability, respect, and resilience, ensuring alignment with British Judo's core values.

3. Collaboration and Mentorship

- Work closely with athlete personal coaches to ensure alignment of athlete development plans and objectives.
- Mentor and support coaches where appropriate, building their capacity to deliver at a high level.
- Collaborate with multidisciplinary support teams, including physiotherapists, analysts, and strength & conditioning coaches, to optimise athlete performance.
- Work with the GB Home Nation Coach and Home Nation Coaches to deliver integrated coaching practice throughout the athlete pathway, ensuring that delivery is consistent, aligned and supportive to progress athletes to senior performance standards.

4. Stakeholder Engagement and Representation

- Act as an ambassador for British Judo's Olympic pathway, at national and international events, promoting its strategic vision and values.
- Build strong relationships with Home Nations and club networks to enhance collaboration and support for pathway athletes.

5. Operational Oversight

- Ensure training camps, competitions, and other key events are planned and executed effectively, adhering to health & safety and safeguarding policies.

6. Governance and Compliance

- Ensure compliance with safeguarding, health & safety, anti-doping, and data protection policies across all pathway activities.
- Conduct risk assessments for training camps, competitions, and events to maintain a safe environment for athletes and staff.
- Uphold British Judo's core values in all professional interactions and programme delivery.

Key Success Measures

- Achievement of athlete progression milestones and medal-winning performances at the Olympic Games.
- Number of athletes transitioning from Junior to Senior performance standards meeting medal targets at Junior European/Junior World Championships on to IJF World Tour Grand Prix.
- Athlete progression metrics aligned with the "What It Takes to Win" (WITW) framework.
- Positive feedback from athletes and coaching staff on leadership and support.
- Enhanced collaboration and alignment across the Olympic pathway and Home Nations.
- Effective management of resources, ensuring compliance with UK Sport funding requirements.

Skills and Competencies

Coaching and Technical Expertise

- Proven ability to deliver elite-level coaching that drives medal-winning performances.
- Advanced knowledge of Olympic-level judo technical and tactical strategies.
- Ability to design and implement periodised training and competition plans.

Leadership and Mentorship

- Demonstrated ability to lead and inspire coaching teams within a high-performance environment.
- Proven track record of mentoring and developing coaching staff.

Data-Driven Decision Making

- Expertise in utilising performance data and analytics to inform coaching and strategic decisions.
- Ability to evaluate programme effectiveness against national and international benchmarks.

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

- Strong interpersonal skills, with the ability to build and maintain trust with athletes, coaches, and stakeholders.
- Proven ability to collaborate across diverse teams and align efforts toward shared goals.

Values and Behaviours

- Embodies British Judo's core values of respect, modesty, friendship, courage, courtesy, honour, honesty, and self-control.
- Promotes an inclusive and positive environment that values diversity and excellence.

Qualifications and Experience

Essential:

- Minimum of 5 years' experience coaching at a Junior or Senior international level, with a proven track record of success.
- Experience of developing athletes to achieve Junior European and Junior World Championship medal winning performances
- Level 3 or higher Judo coaching qualification.
- In-depth understanding of the Olympic judo landscape and international competition frameworks.
- IJF Academy Qualification or Master Coach.
- Able to communicate in English (written and verbal)
- Current safeguarding certification and enhanced DBS clearance.
- Able to work in the United Kingdom.

Desirable:

- Degree or equivalent qualification in sports coaching or sports science.
- Experience working within a National Governing Body or similar organisation.

Special Conditions

- Significant travel, including international events, required.
- Flexible working hours, including evenings and weekends.
- Role subject to annual performance review and compliance with British Judo policies.

- 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.