



## Head of Coaching

## Candidate Brief





# Job Description

<b>Job Title:</b>	Head of Coaching
<b>Responsible To:</b>	Chief Executive Officer (CEO)
<b>Location:</b>	Cardiff with extensive travel
<b>Salary:</b>	£30,000 -£34,000 (dependent on experience)
<b>Hours:</b>	37 hours per week. The role will require evening and weekend work.
<b>Contract Type</b>	Four year fixed-Term contract.

## Job Purpose

The Welsh Judo Association are recruiting for an experienced and committed Performance Coach, responsible for the development of players with the technical and tactical ability to deliver long term sustainable medal success at IJF major events.

At the heart of this role is the daily delivery within our national academy, where players can progress from their clubs, through our Home Country Development Programme to the GB Performance Programme.

## Key Responsibilities

1. Deliver an over supply of players accepted onto the GB Performance Programme. Work closely with the CEO, setting and achieving realistic targets within the operational plan for:
  - Periodisation models for preparation and competition
  - Squad structures
  - Selection standards
  - Performance reviews
2. Together with the CEO, recruit, deploy and develop a team of coaches to support the programme and the players.
3. Provide line management of the Performance Pathway Coach.
4. Act as Head of Delegation at domestic and international camps and competitions, promoting a positive image of Welsh Judo at all times.
5. Be the key driver in building key relationships with coaches, parents and players.

6. Provide performance management of the training environment and athletes in accordance to Welsh Judo systems and policies.
7. Create individual action plans (IAP's), setting outcome, performance & process goals that are integrated into training sessions.
8. Deliver structured, exciting, progressive judo sessions that develop players through the pathway from fundamental judo principles through to technical and tactical sessions for elite performance.
9. Develop and oversee the competition programme of players within the Talent Cymru squad at Pre-Cadet, Cadet, Junior and Senior age groups.
10. Oversee delivery of Sports Science Sports Medicine support (psychology, physiology, nutrition, performance analysis, strength & conditioning).
11. Work alongside the Performance Operations Manager to develop the Coach Cymru working group, ensuring a clear coaching pathway for Welsh coaches.
12. Work alongside the Performance Operations Manager to oversee delivery on the national coaching conference and masterclasses.

## Job Requirements

- 1 Qualified BJA or UKCC level 2 judo coach
- 2 Current driving licence
- 3 Enhanced DBS disclosure

This job description is not 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 association.

**Responsible to and managed by:** CEO

## Person specification

The Welsh Judo Association are focused on recruiting an individual with proven experience to add to the Performance team. The successful candidate should have strong track record of delivering sustainable, medal winning success on the world stage and be comfortable working with elite level athletes with high aspirations.

Education & Qualifications	Essential	Desirable
Degree or professional qualification in a sports related discipline.	✓	
Qualified to a minimum standard of UKCC level 2 -Judo.	✓	
Achieved or working towards UKCC level 4 / BJA level 5		✓
Skills and Abilities		
Must have judo specific technical expertise from fundamental judo principles through to World, Olympic and Paralympic level.	✓	
The ability to design and implement a individual athlete development plans that utilise technical and tactical information, whilst integrating sports science sport medicine support.	✓	
A clear ability to subjectively review and evaluate athlete performances, providing feedback that lead to agreed goals and targets.	✓	
Demonstrates an understanding of different learning styles and development needs of athletes with the ability to adapt coaching accordingly.		✓
A reflective practitioner with a high level of self awareness.	✓	
Demonstrates the highest standards of integrity and professionalism with the ability to work sensitively with confidential information.	✓	
Has the ability to assimilate and respond to different cultural situations.	✓	
Exceptional interpersonal and leadership skills such as the ability to effectively influence and persuade.		✓
Considers knowledge of other nations performance strategies to inform strategic decisions.		✓
Ability to manage time effectively and prioritise workload to meet tight deadlines.	✓	
A positive approach to Information Technology in carrying out the responsibilities of the post through Microsoft Word, Excel, Powerpoint and Email.	✓	
The ability to deliver technical workshops and presentations.	✓	
Actively seeks new innovations. Adopts creative approaches to challenge assumptions, providing pragmatic performance solutions.		✓

Knowledge and Experience	Essential	Desirable
Has extensive judo specific technical and tactical expertise throughout the pathway, through to World, Olympic and Paralympic level.	✓	
Deep understanding and experience of integrating a performance programme with sports science and sports medicine support.	✓	
Has a comprehensive understanding of setting standards and creating the environment required for high performance sport.	✓	
Up to date understanding of current IJF, rules, competition programme, strengths and weaknesses of opposing countries.	✓	
Experience of managing teams at international tournaments and training camps.	✓	

## Application Process

Please send CV and covering letter detailing your skills, experience and suitability for the role to:

Darren Warner  
Welsh Judo Association  
Sport Wales National Centre  
Sophia Gardens  
Cardiff  
CF11 9SW

Email: [office@welshjudo.com](mailto:office@welshjudo.com)

**Closing date for applications:** 5pm, Friday 23rd November 2018

**Interview date:**

## Selection Process

Following the closing date the selection panel will select candidates that most closely fit the requirements of the person specification. Successful candidates will be invited to attend the next stage of the selection process.

Welsh Judo aims to be an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of age, disability, gender reassignment, marriage and civil partnership, sexual orientation, pregnancy and maternity, race, religion, belief and gender.

To help us measure progress, please complete our Diversity monitoring form when submitting your application.