

Job Description

Head of Coaching & Performance

Team	Coaching & Performance
Responsible to	Director of Operations
Responsible for	National Coach, Assistant National Coach, Talent Pathway Manager, Elite Coach Development Manager, Club & Community Coach Development Manager and Coaching & Performance Programme Manager
Office Location	National Squash Centre, Manchester (Flexible)
Salary	Competitive salary with benefits package
Term	Permanent
Role summary	<ul style="list-style-type: none">▪ Leadership of Coaching and Performance development to achieve ESR strategic goals▪ Overall responsibility for the design, development and implementation of player and coaching pathways▪ As a key member of the ESR senior management team ensure coaching and performance is aligned to strategic business priorities
Key responsibilities and main tasks and activities	<ul style="list-style-type: none">▪ To develop, implement and monitor the annual business plan for the department▪ To plan and manage allocated financial resources within the department▪ To line manage key staff, including recruitment, work programming, appraisals and staff development▪ To manage, maintain and develop ESR's relationship with the English Institute of Sport to ensure the delivery of world class support services to elite squash players▪ To provide the Director of Operations with regular updates and critical reviews of the performance of England Teams▪ To research best practice in performance and coaching and encourage innovation, the development of cutting-edge methods and influencing the continuous improvement of others▪ To liaise with/report to Sport England regarding progress with the England talent pathway and elite programme▪ Create and develop an environment for talented players and coaches to grow▪ Develop appropriate competition and training opportunities for players to fulfil their potential.▪ To be available to speak with the media at times requested by the Director of Operations
Other Duties	<ul style="list-style-type: none">▪ To undertake other duties from time to time as reasonably required by the Director of Operations and Chief Executive

- To promote the interests of ESR and to assist in creating and maintaining its positive image as the most respected and successful squash nation in the world
- To comply with the requirements of the staff handbook

General Information

The post-holder shares with all colleagues the responsibility:

- To help maintain and improve the working environment within their area of work and England Squash & Racketball as a whole
- To cooperate with measures introduced to ensure there is equality of opportunity in employment and sports equity
- To comply with all aspects of Health and Safety policy and procedure

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.

Person Specification

Essential

- Degree or post-graduate qualification (or equivalent qualification), preferably in a relevant field
- Practical experience in performance sport/talent development and or coaching

Desirable

- Experience of managing relationships and leading, building and managing a team that deliver results
- Experience of setting and monitoring performance targets
- Experience of budgeting
- Experience and knowledge in coach development, particularly in relation to talent identification, talent development and talent transfer within a sports environment
- Evidence of the ability to seek out new knowledge and expertise to positively influence innovative and world leading performance, talent and coach development programmes
- Experience and knowledge of coach education structures, delivery and evaluation

Ability/Skills & Knowledge

- Outstanding leadership skills and ability to engage others in a long term vision
- Outstanding interpersonal skills, a team player with the ability to encourage support and persuade others
- Innovative thinking with previous experience of creative ideas
- Understanding of international sports performance
- Knowledge and understanding of the role and requirements of a world leading coaching & performance team
- Ability to work strategically without close supervision, whilst being a key member of the Senior Management Team
- Excellent written and verbal communication skills, with an ability to deal with the media
- Excellent IT skills, with experience of word processing and presentation Microsoft Office package

Continuous Learning

- Actively identifies new areas for learning whilst regularly creating and taking advantage of opportunities provided by the role. Uses newly acquired knowledge and skill on the job and learning through their application
- Seeks and uses feedback to identify appropriate areas for learning
- Identifies and participates in appropriate learning activities to fulfil learning needs
- Applies knowledge or skill and takes risks in learning

Other

- Full driving licence and ability to meet the extensive national travel requirements of the role
- Willing and able to work unsocial hours. The role will include some evening and weekend work plus travelling with overnight stays