

HIGH PERFORMANCE COACH (U21 MEN) JOB DESCRIPTION

Scottish Hockey has developed a seven year vision for the Performance area of hockey that outlines success at the Commonwealth Games in 2014. The 2008-2014 Performance Plan is detailed and covers both the senior men's national team preparation and competition programmes as well as individual athlete programmes that will be supported through the sportscotland Institute of Sport and Scottish Centres of Excellence.

The U21 programme's main focus is to ensure quality players are delivered through to the senior programmes so that Scotland senior men can consistently perform on the World and European stage.

This role requires extensive high performance sport experience and a record of success as a coach. You must be able to demonstrate an understanding of world class hockey, and the requirements for the development of young players for international success.

Summary of role

The main purpose of the post will be to lead the U21 Men's Hockey Programmes, including the implementation of the Performance Plan and achievement of the agreed milestones and targets.

Line Manager

The U21 Men's High Performance/National Team Hockey Coach will report directly to the Performance Manager

Main Functions

- Lead a programme of integrated support for the U21 men's team and individual players within the team
- Deliver high quality coaching within the U21 programmes
- Deliver player development programmes to feed into the senior Scotland and GB programmes
- Assist the Senior Men's Coach

Detailed Functions

- Develop training & competition programmes for the continuous development of high performance players to an agreed budget
- Personally coach and oversee the training and competition programmes for the National U21 Men's team and squad players located in Scotland. Regularly liaise with and monitor national players outside of Scotland
- Contribute to player development as part of the GB Performance Plan
- Develop and manage in agreement with the Performance Manager, the necessary player support programmes.
- Continually develop, update and monitor performance criteria against which the programme and players will be evaluated
- Be responsible for the identification of athletes for selection into the Hockey Centres of Excellence



- Contribute to the selection and development of athletes through the age groups
- Work with players to assist them to produce and implement personal development plans
- Report on the development of the programme and players
- Contribute to the development of other Scottish coaches within the performance pathway
- Seek external stimuli and maintain personal knowledge of current coaching standards, tactics and techniques in leading Hockey nations

Communication

- To liaise and communicate with the other three High Performance/National Team Hockey Coaches on the effective use of resources and sharing of knowledge and expertise
- To liaise with and inform the High Performance Hockey Group
- To liaise and communicate with the Performance Manager
- Communicate and work with coaches within the performance pathway and clubs
- Liaise with and form effective partnerships with GB Hockey key staff

Management and Direction

- Responsibility for players selected into the U21 programme
- Responsibility for any coaching or technical staff appointed to the U21 Men's Hockey programme

Administration & Finance

- In conjunction with the Performance Manager, be responsible for the effective utilisation of the budget allocated to the U21 Programme
- Work with the Programme Support Administrator and Team Manager to effectively co-ordinate, organise and communicate the programme to players, support staff and key partners

Programme Performance Indicators

- Achievement of the milestones and targets as identified in the Hockey Performance Plan 2008-2014
- Establish and agree personal player performance indicators which are to be evaluated on an annual basis
- Establish personal targets in agreement with the Performance Manager

Work and Other Experience Requirements

- Experience of working as a successful coach with developing international standard athletes
- Proven experience devising and implementing successful programmes, including leading a team of support staff.

- Experience in the development of individual athletes including; auditing of strengths and weaknesses, producing personal development plans, monitoring performance, producing feedback and reporting effectively.
- A sound understanding of performance issues in Hockey and the performances standards within other leading nations
- Proven knowledge of demands, pressure and the needs of elite athletes and coaches
- Thorough knowledge and understanding of the playing, tactical skills and fitness levels required for players to aspire to and succeed at international level.
- Proven leadership and decision making skills, excellent interpersonal and communication skills, sound organisational and planning skills, which are complemented by attention to detail
- An understanding of the challenges of the Scottish/UK sporting environment and a commitment to affecting positive change and challenging the status quo where required

Personal Qualities

- An ability to work with others, to motivate, provide direction and influence
- An ability to demonstrate confidence, empathy, enthusiasm and initiative
- An innovative approach through a demonstrable ability to suggest creative solutions, leading to successful implementation
- Effective high level ITC skills and a commitment to exploring the best use of these for effective implementation of the role and programmes
- A capacity to exercise sound judgement, decision making and working to a budget
- A passion for Scottish sporting achievement and a personal commitment to excellence
- Excellent communication and leadership skills, particularly within the competition environment
- Highly motivated; action oriented and results driven
- Honest, with the highest standards of integrity

Qualifications

- UK Level 2 or above coaching accreditation, international equivalent or evidence of working towards

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