

Post Details		Last Updated: 27/04/2021	
Job Title:	Surrey Storm Pathway Head Coach		
Job Family:	Professional Services	Level: 3	
Responsible to:	Director of Netball		
Responsible for:	Coaches, Players and Volunteers		
<p><u>Job Purpose Statement</u></p> <p>The Surrey Storm Pathway Head Coach will work as part of an identified team to manage a World Class Performance Pathway Programme, developing players for competition at VNSL and within England representative sides aiming to achieve domestic and international success. The role includes the identification and development of talented players and facilitating their ongoing progression.</p>			
<p><u>Problem Solving, Accountability and Dimensions of the role</u></p> <p>In conjunction with Director of Netball this post will establish and develop a Performance Pathway Programme, leading, managing and systematically preparing players both on and off the court for performance competitions and accelerating their individual development as players, as well as acting as Head Coach for the Surrey Storm U21, U19 or U17 teams</p> <p>This post will set the direction of the programme and deliver an annual plan that is aligned to a development curriculum covering technical, tactical, physical and mental development. This will include (but not exclusively) the following actions:</p> <p>Work with the Performance Support Manager to ensure added value to the Performance Pathway programme.</p> <p>Develop, monitor and manage the training schedule and load of players within the programme. Engage with key stakeholders in player networks to ensure that training programmes and competition schedules can coexist effectively.</p> <p>Liaise with the England Netball Performance staff to case manage the International players and contribute to their Individual Athlete Plans.</p> <p>Ensure competitive opportunities with other VNSL Teams or equivalent opposition to complement and prepare players for EN performance competitions.</p> <p>Lead and manage the process of screening of players into the programme in conjunction with the Director of Netball and Scouts/Selectors where appropriate. Ensuring that screening data is collated and analysed and that the appropriate feedback is given to players.</p> <p>Establish a network of entry points into the Surrey Storm programme and provide strategic programme/player directives to County and Satellite Academy/Club/School Coaches where appropriate.</p> <p>Lead and manage the exit process for players leaving the pathway, ensure that each player undertakes an exit interview and provide reports to EN and Sport England as necessary.</p> <p>Contribute to the EN Player Pathway Database as necessary.</p>			

In addition, the post will support the Director of Netball in the delivery of Coach Education and Player Development programmes.

Be an active member of the coaching staff for the University of Surrey BUCS netball programme.

Oversee volunteer coaches to ensure aligned and effective pathway delivery within the Surrey Storm environment.

Support other Performance Pathway activity and objectives (eg. National Academy Camps/Positional Days), directed and agreed by the Director of Netball and England Netball

Undertake such duties as may be required from time to time as are consistent with the responsibilities of the post and the needs of England Netball and the Surrey Storm franchise. As such, this job description is not to be regarded as exclusive or exhaustive. It is intended as an outline of the areas of work and will be subject to amends driven by any subsequent changes in the sporting landscape.

Background Information/Relationships

Surrey Sport Park is one of Europe's premiere sites for elite sport, physical activity, well-being and leisure. The values of performance, participation and personal development underpin the very heart of the complex. The park brings together high quality facilities and passionate people with a desire to achieve and provides a venue that supports the ambitions of all users, regardless of ability, from world class athletes to grassroots beginners.

The post holder will work closely with all Sports Park staff and both internal and external guests.

This job purpose reflects the core activities of the post. As SSP and the post-holder develop, there will inevitably be some changes to the duties for which the post is responsible, and possibly to the emphasis of the post itself. SSP expects that the post-holder will recognise this and will adopt a flexible approach to work. This could include undertaking relevant training where necessary.

Person Specification This section describes the sum total of knowledge, experience & competence required by the post holder that is necessary for standard acceptable performance in carrying out this role.

Qualifications and Professional Memberships	Essential / Desirable	
Netball UKCC Level 2	E	
Current First Aid Qualification	E	
Current certificate in Safeguarding and Protecting Children	E	
A degree qualification (or equivalent) in one of the following related fields: Sports Coaching, Sports Sciences and Sports Medicine, Sports Management	D	
Netball UKCC Level 3	D	
Technical Competencies (Experience and Knowledge) This section contains the level of competency required to carry out the role (please refer to the competency framework for clarification where needed).	Essential/ Desirable	Level 1-3
Leadership experience in a Head Coach capacity	E	3
Experience of working in a Netball Performance Environment	E	2

Experience of delivering training programmes covering Technical, Tactical, Physical and Mental development	E	3
Evidence of innovative and creative delivery	E	2
Demonstrable experience and understanding of writing an annual plan	E	2
An understanding of the benefits of Sports Science and Medicine and Performance Analysis, and their application to High Performance Netball	E	2
Experience of managing volunteers and working with external partners in a Performance Environment	E	2
Knowledge of EN's WITTW framework	D	n/a
Personal Abilities and Aptitude		
	Essential/ Desirable	Level 1-3
Excellent coaching skills with the ability to coach across the required age groups	E	3
Game sense approach to Coaching	E	3
Ability to articulate tactical changes and technical improvements to players in a pressurised situation in a concise and meaningful manner	E	3
The ability to motivate players and use initiative to embed a High-Performance culture	E	3
Proven leadership skills	E	2
The ability to lead and work within a multidisciplinary team	E	2
Excellent communication and engagement skills	E	2
The ability to establish and proactively manage positive, trusting and respectful relations with players and key stakeholders	E	2
The ability to support and be an advocate for the EN Performance Pathway	E	2
Strong planning, organization and time management skills	E	2
High level of competency when using Microsoft Office	E	2
Knowledge and some experience of using performance analysis	E	n/a
Excellent presentation skills	D	n/a
Special Requirements:		
	Essential/ Desirable	Level 1-3
To work during unsocial hours, including early mornings, late evenings and weekends.	E	n/a
Criminal Records Bureau Clearance	E	n/a
A full UK driving licence	E	n/a
Travel is essential and International travel may be required	E	n/a
Attend a minimum of two England Netball CPD meetings annually	E	n/a
Core Competencies This section contains the level of competency required to carry out this role. .		Level 1-3
Communication		2
Adaptability / Flexibility		2
Planning and Organising		2
Teamwork		2

Continuous Improvement	2
Problem Solving and Decision Making Skills	2
Leadership / Management	2
Creative and Analytical Thinking	1
Influencing, Persuasion and Negotiation Skills	1
Strategic Thinking	n/a

Organisational Information



All staff are expected to:

Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the Surrey Sports Park Equal Opportunities Policy.

Help maintain a safe working environment by: maintenance

- Attending training in Health and Safety requirements as necessary, both on appointment and as changes in duties and techniques demand.
- Following local codes of safe working practices and the Surrey Sports Park Health and Safety Policy.
- Excellent environmental performance is a strategic objective for the Surrey Sports Park. All staff are encouraged to work to achieve the aims of our Environmental Policy and promote awareness to colleagues and students.
- Undertake such other duties within the scope of the post as may be requested by your Manager.

Key Responsibilities

This document is not designed to be a list of all tasks undertaken but an outline record of the main responsibilities (5 to 8 maximum) and should be read in conjunction with the accompanying Job Purpose.

1. Act as Head Coach for either the Surrey Storm U21, 19 or 17's teams in relevant competition opportunities
2. Support the Director of Netball in the coaching of the University of Surrey Netball Club
3. Set the direction of the Performance Pathway Programme and deliver an annual plan that is aligned to a development curriculum covering technical, tactical, physical and mental development.

4. Lead and manage the exit process for players leaving the pathway, ensure that each player undertakes an exit interview and provide reports to EN and Sport England as necessary.
5. Lead and manage the relationship between Surrey Storm and DISE programme as well as delivery.
6. Lead and manage the process of screening of players into the programme in conjunction with the Director of Netball, ensuring that screening data is collated and analysed and that the appropriate feedback is given to players.
7. Support the Director of Netball in the delivery of Coach Education and Player Development programmes.
8. Liaise with the England Netball Performance staff to case manage the International players and contribute to their Individual Athlete Plans.
9. Liaise with Regional and County Associations in addition to clubs, to ensure that the Pathway Programme can complement and support other netball delivery.