



FUTURES TALENT ZONE HEAD COACHES – ROLE DESCRIPTOR

Volleyball England is seeking Futures Talent Zone Head Coaches to lead the strategic development and delivery of a designated talent zone, ensuring high-quality coaching, athlete progression, and alignment with Volleyball England's long-term performance goals.

The successful candidates will identify, nurture and prepare talented athletes (for transition into the U18s) performance environments, while fostering a culture of excellence, inclusion, and holistic development across the pathway.

KEY RESPONSIBILITIES

- To uphold the values of Volleyball England, as outlined in the Code of Conduct, demonstrate these in all communications and activities, and be an example thereof to others in the community.

PROGRAMME DELIVERY

- Implement a long-term performance plan and bi-annual programme for the talent zones, working with the Performance Director.
- Execution of athlete-centred training programme, ensuring alignment with the performance vision and priorities set by the Performance Director.
- Sustain a talent/performance development environment that challenges athletes individually and as a team, in both training and competition, to strive for excellence.
- Lead and coordinate the zone delivery team including assistant coaches and support personnel.
- Lead on the athletes' holistic development, including physical, mental and lifestyle aspects.

- Develop relationships with other appointed coaches to support athlete development and progression through the England Talent Pathway, and to further peer-to-peer coach development throughout the Pathway.
- Work in partnership with the HUB staff and Talent Performance Management Group.
- Prioritise the safety and wellbeing of all athletes and support personnel in the talent zones.

COORDINATION, ADMINISTRATION AND LOGISTICS

- Enable the Zone Coordinator and support personnel to thrive in their roles, enhancing the overall effectiveness and impact of the programme.
- Feedback to athletes using Perfbook.
- Deliver clear, timely and insightful reports that support informed decision-making and continuous improvement across the programme .
- Work closely with the Team Manager and HUB staff to plan, monitor and evaluate the programme.

EXTERNAL ACTIVITIES

- To never use your England Talent position to attempt to recruit players to a volleyball club, academy, or education institution.
- To never use your England Talent position to further personal or private business ventures.
- To abide by the following when operating private camps, clinics, and other non-Volleyball England events or activities:
 - No promotion using your England Talent role.
 - No naming or referring to the event/activity in a way that could be interpreted as indicating it is either run by or associated with Volleyball England (e.g. using “England” or “English”).
 - No use of Volleyball England images/logos or kit/apparel.
 - No use of England Talent data (contact info, social media, etc) to promote such activities (this is a GDPR violation).

PERSONAL REQUIREMENTS

- A Club Coach Award (L2) or equivalent qualification.
- At least two years' experience working with and developing U18 athletes
- Volleyball England coach membership.
- A current enhanced DBS Check with Barred List carried out through Volleyball England. (Costs covered by VE).
- Have a current Volleyball England Safeguarding Adults and Children in Volleyball award (or equivalent).
- A relevant and current anti-doping award for example FIVB Coach Clean, UK Anti-Doping's Coach Clean certificate or Introduction to Clean Sport Certificate.
- To complete (or have completed) the Volleyball England Talent induction programme.
- A mindset of continuous growth and willingness to engage with your personal development, as agreed with the Performance Director.
- Be willing to sign the Volleyball England Volunteer Agreement.
- To maintain at least a minimum participation in the programme and events as agreed with the appropriate Performance Director.

Application Deadline: 30th November 2025.

Shortlisting to be completed by 5th December 2025.

Interviews to be held 10th and 11th, 15th to 17th December from 7pm to 10pm.