

ROLE DESCRIPTION - Voluntary

| | |
|----------------------------------|---|
| ROLE TITLE | Talent Pathway Coaches (Indoor and/or Beach) |
| REPORTS TO | Strategic Manager – Talent Appropriate Performance Director |
| DIRECT RESPONSIBILITY FOR | England Talent Pathway athletes, plus coaching staff, manager, and additional support staff as appropriate to assigned role |
| BASED AT | Volleyball England, SportPark, Loughborough University, 3 Oakwood Drive, Loughborough, Leicestershire, LE11 3QF |

JOB PURPOSE

To be a member of the England Talent Pathway coaching staff in one or more roles, as designated by the appropriate Performance Director. This role or roles will be based on current needs and priorities, and the Volunteer’s skills, experience, and developmental potential, Talent coaches also help build a strong community of supporters who can aid in administering and promoting the England Talent 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 Development

- To take part in the development, delivery, and communication of an athlete centred programme of training and competition for one or more England teams/cohorts in line with the priorities and objectives set forth by the appropriate Performance Director.
- To develop relationships with the regional and club coaches to support athlete access to the England Talent Pathway.
- To 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.
- To support the decision-making process on grant awards to athletes such as TASS, DiSE, Sports Aid and Backing the Best.
- To work in partnership with the HUB staff and Talent Working Group.

Talent Development

- To work collaboratively to sustain a talent development environment that challenges athletes individually and as a team, in both training and competition, to strive for excellence.
- To take part in identifying talented athletes by widening access to the England Talent Pathway through scouting and athlete referral.
- To prioritise the safety and welfare of all athletes and support staff in the England Talent Pathway.
- To collaboratively design and implement a programme of training incorporating technical, tactical, physical, mental skills and wellbeing in line with the priorities and objectives set forth by the relevant Performance Director.

- To collaborate on creating individual development plans for athletes on the programme.
- To contribute as appropriate to the implementation of a holistic athlete education programme.

Coach Development

- To support the development and presentation of content and resources for Volleyball England coach education and development programmes, or those of affiliated organizations.
- To actively engage regional and club coaches who attend national England Talent Pathway activities to aid them in their personal development and their support of the Pathway.

Coordination and Administration

- To apply and uphold the Volleyball England selection policy to all selections for access to the squad training and competition, which includes supplying timely feedback on all selections and deselections.
- To empower the Team Manager and support staff to fulfil their roles and maximise the efficiency of the programme.
- To work closely with HUB staff to plan, monitor and evaluate the programme, ensuring that the budget for the programme is managed efficiently.
- To support reporting to the Talent Working Group on:
 - Athlete progress and their physical and mental wellbeing
 - Selection and deselection considerations
 - Performance at competitions
 - Any additional information requested.
- To assist the HUB staff to maintain up-to-date England Talent Pathway athlete tracking.
- To abide by Volleyball England policies and produces.

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)

CANDIDATE REQUIREMENTS

- Volleyball England Coach membership. (Costs covered by VE).
- A current enhanced DBS check carried out through Volleyball England which is no more than 3 years old. (Costs covered by VE).
- A recognised and valid Safeguarding and Protecting Children or UK Coaching/Ann Craft Trust’s Safeguarding Adults training certificate as appropriate to primary age group (Costs covered by VE).
- A current/in date enhanced Emergency First Aid training (typically valid for 3 years).
- UK Anti-Doping’s Coach Clean certificate or Introduction to Clean Sport Certificate – free and available on UKAD’s Clean Sport Hub (valid for 2 years).

- To complete (or have completed) the Volleyball England Talent induction programme.
- To ideally hold a Volleyball England Level 2 award or equivalent qualification and significant experience of coaching young athletes, and to have an attitude of continuous development, and to follow the personal development plan agreed with the appropriate Performance Director.
- To maintain at least a minimum participation in England Talent Pathway programmes and events as agreed with the appropriate Performance Director.

PERSON SPECIFICATION

Volleyball England has adopted the UK Coaching Behaviour Framework to find coaches who have exceptional People skills, Coaching Practice skills and Personal skills and they can demonstrate outstanding coaching behaviours in these areas.

| | | Knowledge <i>Need to understand...</i> | Skill <i>Need to be able to...</i> | Behaviour <i>Need to show they...</i> |
|--|--------------------------------|---|---|--|
|  <p>People Interacting with others</p> | Communication | Listening, Questioning, Demonstration, Instruction & Explanation, Communication Platforms | Prioritise information and identify how & when to best communicate with others | Take time to consider how & when to communicate, breaking things down into easy understandable chunks |
| | Relationships | Taking Notice, Building Rapport, Creating Connections, Developing Understanding | Identify opportunities to develop understanding & connection with individuals | Connect with people as individuals in a respectful & empathetic way, creating a positive, empowering and safe social environment |
| | Inspirational | Motivation, Influencing & Persuading, Behaviour Change | Identify ways to create positivity in an individual & support sustained behaviours change | Encourage & support people to stay motivated & achieve |
|  <p>Practice Facilitating sessions</p> | Planning | Analysing Information, Session, Planning, Risk Assessment, Goal setting | Show consideration for maintaining safety & a clear rationale for activities used | Provide clarity on how planned activities & sessions link together, highlighting any associated risks |
| | Doing | Activity, Differentiation, Adaptation, Inclusion, Specific Skill Development | Recognise & implement adaptations to keep people safe, engaged & challenged | Maintain a safe physical & social environment throughout all elements of their sessions |
| | Review | Feedback Strategies, Analysing, Information, Communication | Identify opportunities to use and collate feedback, linked individual outcomes for participants & self | Provide relevant & constructive feedback to participants as well as reflecting to develop own coaching practice. |
| | Technical Knowledge | Sport/Activity Context, Technical, Tactical, Associated Equipment | Identify the appropriate level of information or action required to response to reasonable queries keep participants engaged and challenged | Confidently facilitate their session, providing varied & differentiated activity based on individual needs |
|  <p>Personal Understanding self</p> | Philosophy & Values | Duty of Care, Personal, Motivation, Coaching Values | Identify how and when to act to add value to the experience for people | Act with integrity emphasising a consistent coaching vision |
| | Progressive | Strengths, Weaknesses, Learning, Preferences, Accessible Learning | Recognise their strengths and opportunities for personal development | Strive to develop themselves & maintain the highest possible standards to meet the challenges of their role |
| | Collaborative | Available Support Networks | Recognise when & how additional support is required to add value | Draw on support or expertise at appropriate times to enhance delivery |

DETAILS

| | |
|----------------------|--|
| ROLE TITLE | England Talent Pathway Coach |
| REMUNERATION | This is a voluntary role. Reasonable out of pocket expenses will be reimbursed in line with the Volleyball England expense claim policy. |
| TENURE | 4 years with annual review |
| HOURS | As necessary |
| NOTICE PERIOD | 4 weeks |

Volleyball England has an equity policy and is committed to equal opportunities. The equity policy can be found on www.volleyballengland.org.

Volleyball England is committed to best practice in the care of children and as such this post may be subject to a Disclosure and Barring Service (DBS) check. The child protection policy can be found on www.volleyballengland.org.

This role description is not 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 company.

To apply for this role, please send your CV and a covering letter to jobs@volleyballengland.org and complete this equal opportunity questionnaire: <https://forms.office.com/e/Z0nSk2Z7yY>

Applications close at **5pm on 9th February 2024**.