



## ROLE DESCRIPTION – Voluntary

<b>ROLE TITLE</b>	England Junior Women’s Head Coach - Volleyball
<b>REFERENCE</b>	<b>VBENTJW2018</b>
<b>REPORTS TO</b>	Talent Lead
<b>DIRECT RESPONSIBILITY FOR</b>	England Junior Women’s Squad Athletes, Assistant Coaches, Team Manager and Support Staff
<b>BASED AT</b>	Remote

## ROLE PURPOSE

To coordinate a team of coaches and support staff to deliver an athlete centred talent development programme that aims to increase the number of junior age players recruited against a profile capable of moving into the senior programme.

Help to build a strong community of parents and supporters who can help administer, raise funds and promote the England Talent Pathway.

## KEY RESPONSIBILITIES

- To uphold the policies and values of Volleyball England and demonstrate these in all communications and activities.

### Volleyball Futures

- To make a significant contribution towards the creation of the Volleyball England Athlete Development Framework
- To support the development of content and resources for an holistic athlete education programme
- Actively engage the regional coaches and club coaches who attend national Talent Pathway Camps

### Programme Development

- To use the Volleyball England Athlete Development Framework to develop, deliver and communicate an athlete centred programme of training and competition for England Junior Women’s Volleyball Squad.
- To develop relationships with the Junior Academy network, regional and club coaches to support athlete access to the England Talent Pathway.
- To develop relationships with the England Senior and Cadet Girls’ Head Coaches to support athlete development and progression through the England Talent Pathway.
- To support the decision-making process on grant awards to athletes such as Sports Aid, Backing the Best and TASS.
- To work closely with the HUB staff and Technical & Talent Sub Group.

### Talent Development

- Build a talent development environment that challenges aspiring players individually and as a team to strive for excellence.
- Identify talented athletes by widening access to the talent pathway through open trails, scouting and athlete referral.
- Attend all training, competition and talent identification activities of the England Junior Women’s squad.
- Prioritise the safety and welfare of all athletes and support staff on programme.



- Support the development of athlete profiles in line with the Volleyball Futures programme.
- Design a programme of training incorporating technical, tactical, physical, mental skills and wellbeing aligned to the Volleyball England Athlete Development Framework, working with the relevant Lead.
- Implement individual development plans for all athletes on programme with predetermined dates for review.
- Oversee the implementation of a holistic athlete education programme incorporating – strength and conditioning, anti-doping, nutrition and mental skills working with the HUB.
- Uphold the sentiments and help implement the Volleyball England Duty of Care Action plan.

#### **Coordination and Administration**

- To uphold the Volleyball England selection policy to all selections for access to the squad training and competitions. 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.
- Report formally twice per year to the Technical and Talent Sub Group on:
  - Athlete progress
  - The physical and mental wellbeing of athletes
  - Selection and deselection considerations (retention rates)
  - Performance at competitions
- Supply information to the HUB to populate the Volleyball England Talent Tracker.

#### **CANDIDATE REQUIREMENTS**

The successful candidate must:




- Have time to commit to the role.
- Sign and abide by the Volleyball England 'Ways of Working' document.
- Sign and abide by the Volleyball England Codes of Conduct.
- Always have a current DBS in place.
- Have completed the Safeguarding and Protecting Children workshop.
- Have successfully completed the UK Anti-Doping Advisor course online.
- Ideally hold a Volleyball England Level 3 award or equivalent international qualification.
- Complete the Volleyball England induction programme.

## 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.

# Coaching Behaviours: Knowledge + Skill = Behaviour



	<b>Knowledge</b> <i>Need to understand...</i>	<b>Skill</b> <i>Need to be able to...</i>	<b>Behaviour</b> <i>Need to show they...</i>
 <p><b>People</b> Interacting with others</p>	<b>Communication</b> 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
	<b>Relationships</b> 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
	<b>Inspirational</b> 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><b>Practice</b> Facilitating sessions</p>	<b>Planning</b> 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
	<b>Doing</b> 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
	<b>Review</b> 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.
	<b>Technical Knowledge</b> 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><b>Personal</b> Understanding self</p>	<b>Philosophy &amp; Values</b> 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
	<b>Progressive</b> 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
	<b>Collaborative</b> 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

<b>ROLE TITLE</b>	England Junior Women's Head Coach – Volleyball
<b>REMUNERATION</b>	This is a voluntary role. Reasonable out of pocket expenses will be reimbursed in line with the Volleyball England expense claim policy.
<b>TENURE</b>	4 years with annual review
<b>HOURS</b>	As necessary
<b>NOTICE PERIOD</b>	4 weeks

Volleyball England has an equity policy and is committed to equal opportunities. The equity policy can be found on [www.volleyballengland.org](http://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](http://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.