



Role Description – Head Coach

General;

- Appointments to the position as Head Coach of one of the national team programmes would be made for a two year period.
- At the end of the two year period there would be a short review of progress made, quality of working practices etc., and prior to the continuation of the appointment. This review would be undertaken by the Coaching Officer and Coaches Commission.
- It is very much hoped that in the majority of cases the continuing appointment of the Head Coach would be almost automatic.

Head Coaches would be asked to;

- Submit a plan for the development of the team performance to the Coaching Officer and Coaches Commission.
- Report to the Coaches Commission on an annual basis on progress made etc. – the substance of this report would be used for the Annual Report prior to the Annual General Meeting.
- Write a brief report at the end of any major tours to European competitions. Assistance on the form and typical content of these reports will be provided.

The main responsibilities of the Head Coach

- Identify and recruit suitable staff to work in the programme, in particular assistant coaches and team manager able to assist with the coaching and administrative processes.
- Liase with Club Coaches and other parties to identify and recruit a squad of players to work in the programme. This would include players from lower divisions, or nominations from Junior National League coaches etc.
- Create appropriate methods and systems of consistently communicating with players, staff, and other interested parties.
- Identify an appropriate performance target for the team, then research and develop a performance improvement plan designed to generate the potential to achieve the performance target.
- Construct both a practice and a competition programme within the constraints created by the budget allocation, and the Scottish Volleyball Association calendar.
- Ensure the organisation and delivery of the appropriate material in the practice sessions, and coach the team in the match situations.

Candidate Specification

Element	Essential	Desirable
Qualifications and attainments	<ul style="list-style-type: none"> • Level III SVA Coaching Award, or higher • A solid working knowledge of the modern game • Experience of working with one of the National Team Programmes, or for a sustained period with a Division I team. 	<ul style="list-style-type: none"> • A professional qualification in sports coaching or physical education • An appreciation of the range of sports sciences, and their application in the player development processes.
Experience	<ul style="list-style-type: none"> • A clear understanding of the importance of maintaining communication links with the SVA Office • Experience of working with and/or leading a coaching team • Experience of high level competition 	<ul style="list-style-type: none"> • Experience of identifying, recruiting and developing players and teams. • Experience of competing against European teams, at National Team or elite Club level
Skills	<ul style="list-style-type: none"> • Knowledge of strategic planning processes and the ability to manage a budget • The ability to construct a suitable development and competition programme • Excellent communication skills using a variety of formats • Proven ability to analyse and develop individual player, and team performances • Proven ability to recruit and develop a coaching team with a range of strengths and abilities 	<ul style="list-style-type: none"> • Being able to produce and deliver progress reports using a variety of methods • Good administrative skills
Personal qualities	<ul style="list-style-type: none"> • Proven ability to build positive relationships with a range of involved personnel • Honest and responsible, with a clear sense of morality • Patient, self-motivated, resilient and enthusiastic 	<ul style="list-style-type: none"> • The ability to withstand pressure • Open to change and aware of the cultural implications of sport
Special aptitudes	<ul style="list-style-type: none"> • The ability to make sound judgements in the face of severe pressure, both in, and away from the match environment • The ability to foster and develop the potential of the players and the group to achieve identified targets while under pressure 	<ul style="list-style-type: none"> • Able to be inventive in the teaching process • Understanding of the importance of networking to support the aspirations of the programme