



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