

## High Performance Coach & Coaching Manager

### Job specifications and Remit

Summary of duties and responsibilities are summarised into three distinctive areas and include but are not necessarily limited to:

#### National Team Head Coach

- Lead, develop and deliver a training plan/structure, in collaboration with existing SCO federation national team coaches, which will provide the best opportunities and preparation for under age 20 (female) and the CEV 2024 European Championships.
- Introduce a philosophy of playing and athlete centred culture which allows players to progress and be successful on and off the court.
- Hold talent identification sessions and actively recruit players who will improve the existing squad.
- Conduct regular training sessions, organise residential camps and maximise opportunities to progress players and effectively partner SV under-20 team staff to be prepared for the event.
- Work closely with Club Network, schools, parents and other relevant partners to support athletes with increased training in preparation for the championships.

#### Coach Education Manager

- Construct and successfully deliver an integrated annual plan for coach development, which is linked to the Scottish Volleyball **WE ARE VOLLEYBALL** four-year Strategic Plan 2023 -2027.
- Lead and manage the coach education and club development programmes, linking with appropriate Scottish Volleyball staff, key volunteer groups, and partner agencies.
- Function as the main point of contact for sportscotland, the Coaching Network and for volleyball coach and club education.
- Deliver a range of high-quality coach education courses throughout the year to meet targets agreed with sportscotland and Scottish Volleyball CEO.
- Deliver high quality, online and in person learning experiences for athletes, SV coaches network, clubs, and parents. Coordinate with Scottish Volleyball, the Performance Management Group, National Team Coaching staff (Network coaches), coaches commission, to create and develop a meaningful and engaging curriculum.

#### Programme Lead

- Manage Scottish Volleyball's existing group of National Team coaches and aid with programme planning and personal development.
- Lead the development and implementation of resources through effective financial planning and management. Develop and monitor annual budgets.

- Coordinate with National Team coaching staff to identify opportunities to organise and/or compete in high quality international tournaments and friendlies.
- Work with existing Scottish Volleyball staff to strengthen pathways into the National Team.
- Develop a longer-term strategy for the improvement of our National Teams.
- Support the recruitment and selection of coaches in support of the Scottish National Teams.
- Manage the development of innovative programmes to support coach and athlete growth, including camps and regional performance centres.
- Actively engage partnerships with other National Federations and organisations to facilitate programme, athlete, and coach development opportunities.

## **Qualifications and Requirements**

- Volleyball coaching and/or playing experience is required for this position. FIVB level II or above, or a federation equivalent.
- Educated to degree level in coach education, sport science, or related field or equivalent work experience is required. Coach Education, Sport Science, or Sport Administration is strongly preferred.
- Demonstrate understanding of holistic athlete development is required. This includes but is not limited to technical, tactical, physical, and mental/psychological development of senior and youth athletes.
- Minimum of 3 years' experience in a head coach role, leadership, or senior management capacity with significant responsibility for player and coach development initiatives is required. Experience with Olympic, Paralympic, or National Governing Body/Sports Federations, National Teams, National Youth Teams, or professional club youth academies is preferred.
- Experience with online video platform and athlete data management systems is not required but will be positively considered.
- Ability to write, develop and deliver coach education courses.
- Must provide international child protection certificate, a current police criminal records check and provide references.
- Must successfully complete child protection courses (CPWO and CPW) once appointed, and training must be maintained throughout employment.

## **Personal and Professional Attributes of the Successful Candidate:**

- Proven history of coach development and learning.
- Proven history of successful national team coaching
- Ability to think critically, solve problems, and learn from mistakes.
- Driven to seek out and develop different ideas and perspectives that can contribute to innovative and impactful programmes in support of Scottish Volleyball athletes and coaches.

- Prompt, professional, and meticulous with a genuine commitment to a deliver world-class work product.
- Exceptional work ethic and motivated by the opportunity to continuously improve.
- Excellent spoken English and excellent communication skills.
- Demonstrated ability to prioritise and execute competing assignments.
- Ability to exercise good judgment in completing a wide range of projects
- Ability to collaborate within a team setting, across departments, and across stakeholder groups.
- Passion and energy to promote and engage people of diverse backgrounds and identities.
- Proficient with office-related software including word processing, database, and spreadsheet.
- Able to work autonomously using own initiative with minimal supervision.