

JOB DESCRIPTION

Job Title: Head of Coaching

Department/Team: Curling, High Performance

Date Created: December 2014

DEPARTMENT DESCRIPTION

The Curling Programme has been created through a partnership between British Curling, UK Sport, sportscotland and Royal Caledonian Curling Club. Over the last four years it has been managed as an integrated British and Scottish Performance Programme and has been successful on the world stage.

JOB PURPOSE

The Head of Coaching will lead on the development of coaching across all levels of the Scottish and British Curling from Podium to Academy leading to Olympic success in 2018 and beyond. This will include providing clear technical direction to all programme levels.

RESOURCES MANAGEMENT

Management responsibility for: up to 4 full time direct reports and up to 6 part time team coaches

Reports to: Performance Director

Budgetary Signing Limit up to: £0

KEY RESPONSIBILITIES

- Lead on all selection and de selection processes with regards to the Scottish, British programmes and 2018 Olympics
- Responsible for the curling technical direction, coach selection and development across all levels of the Scottish and British programmes
- Lead on the development of training and competition programmes for the continuous development of Scottish and British programme curlers working with full time and part time team coaches.
- Working in conjunction with the Performance Director to ensure the delivery of fully integrated support services
- Establish key technical principles for curling and manage their implementation throughout the Scottish and British programme from Podium to Academy level.
- Manage the process of identification and appointment of all team coaches in the Scottish and British programme.
- Develop, through their team coaches, a clear development planning processes for all curlers on the Scottish and British programme
- Provide weekly technical coaching to agreed curlers. It is not envisaged that this post holder will be a team coach

- Identify areas of potential research on technical and tactical aspects of curling and work with the Performance Director to drive such activity

MAIN JOB REQUIREMENTS

Education:

- Coach education qualification – Level 2 as a minimum

Specific Experience (Essential):

- Experience of coaching at Olympic/Paralympic/World Championships
- Experience of coach development with coaches of Olympic and World Championship levels
- Demonstrable strong curling technical knowledge which enabled the development of Olympic and World Championship level curlers
- Proven experience leading and implementing successful curling programmes
- Proven ability to create respect, trust and empowerment which leads to strong influencing skills

Desired:

- Experience of coaching junior (15 -21 years old) players and coach development at this level
- Ability to demonstrate developed understanding as a coach, working with sport science and medical services to develop curlers
- Experience working internationally and demonstrated ability to adapt to local sporting cultures and lifestyles

JOB CLASSIFICATION FACTORS

1. Knowledge and Experience

- Proven track record in developing curlers to Olympic and World Championship level
- Proven knowledge of managing demands, pressure and the needs of elite athletes and coaches
- Knowledge and experience of junior curlers and managing successfully their transition into senior players.
- Proven leadership and decision making skills, excellent interpersonal and communication skills.
- Strong organisational planning including attention to detail

Knowledge and Experience (b) Level of Applied Expertise

- Understanding on the process of coach development within Curling
- Proven understanding of the key technical aspects to Curling and applying them effectively to a range of elite players.

2. Resource Management

- Direct line management of up to 4 full time coaches and 6 part time coaches

- Responsible for professional development of coaches throughout Scottish and British curling programme

3. Complexity (a) Problem Solving

- In conjunction with the Performance Director, develop the strategy to create international competitive advantage leading to Olympic success
- Work with team coaches to identify key issues with curlers and teams and develop interventions to progress all curlers.

Complexity (b) Creativity/Innovation

- Encourage innovation within the coaches where such activities create international competitive advantage.
- Identify research areas. Then work with the Performance Director and support service personnel to create approved research.

4. Delivering Results (a) Strategic Impact

- Management responsibility for delivering medals at World and Olympic level
- Will be looking at curler and coach development post 2018 seeking to strengthen the Scottish and British programme's ability to identify and develop future Podium and Podium Potential curlers

Delivering Results (b) Decision Making/Autonomy

- Has full autonomy to develop the technical aspects of the Scottish and British programme.
- Within the overall framework, set by the Performance Director, has responsibility of running specified team activities and make key decisions on the relevant Curling programme that improve and impact medal chances such as curler, team and coach selection and team's competition schedules.

5. Networks and Relationships (a) Contacts and Communication

- Internally, the jobholder interacts mainly across the group of Scottish and British programme curling coaches, mainly around information and intelligence exchange around areas such as tactics, technical and team dynamics.
- Will also work with discipline professionals across sportscotland institute of sport. Most interaction is around information exchange/reporting, checking for consistency of approach and seeking specialist advice.

Networks and Relationships (b) Working Together

- Works with all Scottish and British programme coaches to develop respective teams and curlers to their greatest potential.