

Job Description for County Head Coach

Role and Expectation Outline

TITLE:	County Head Coach
REPORTS TO:	Northumberland and Durham Swimming Association / Programme Lead
RENUMERATION:	£125 flat fee per full day (inclusive of travel and subsistence)
DURATION:	2 x days Face to Face and 0.5 day online

PURPOSE

The overall purpose of the County Head Coach is to:

- In collaboration with the county programme leads and following Swim England (SE) guidance, lead and promote a safe and inclusive environment for all athletes and workforce.
- Provide professional coaching related services within the context of the delivery of the County Development Programme.
- Contribute to the swimmer and staff selection process.
- Lead the planning, delivery and evaluation of the County Development Programme.
- Provide leadership, guidance and mentoring to the skills coaches that are assisting in the delivery of the programme.
- Ensure all skills coach fulfil their key roles and responsibilities.
- Communicate effectively with swimmers, staff and parents.
- Be proactive and positive to all swimmers and staff during the programme
- Deliver all duties in accordance with the programme objectives and briefings.
- Motivate and enthuse swimmers and staff during the programme.
- Reflect on your own coaching practice and behaviour after each programme activity.
- Exhibit Aquatics GB and England Programmes Coaching Principles during coaching practice; Setting Direction, Staying Connected, Engaging People, Delivering Results and Credibility.

LOCATION

- Online via Zoom
- Face to Face sessions at the Sunderland Aquatics Centre, Stadium Park, Monkwearmouth, Sunderland, SR5 1SU.

KEY RESPONSIBILITIES

Prior to programme delivery

- Lead a County Development Programme workforce induction (online).
- Attend and lead a County Development Programme athlete and parent induction (online).
- Liaise with the SE Talent team to ensure you have an understanding of the aims and objectives of the county programme.

- Write the specific pool sessions to achieve the aims and objectives outlined by the SE National Talent Team and communicate with skill coaches (at least 7 days prior to each activity delivery).
- Liaise with skills coaches, and where relevant home coaches of swimmers to ensure they understand the objectives of the county development programme (at least 7 days prior to each activity).
- Work to ensure that skills coaches have a clear understanding of their role.

During programme delivery

- Lead the delivery of Face to Face and Online sessions in line with programme objectives and plans.
- In collaboration with the county programme leads and following Swim England guidance, lead and promote a safe and inclusive environment for all athletes and workforce.
- Make a positive contribution as required to all activities.
- Lead coach discussion and facilitate learning within the context of the day to ensure that there is an opportunity for learning and development for all staff.
- Communicate effectively with all swimmers and staff.
- Deliver a pre and post pool session discussion with skills coaches on each Face-to-Face camp.

Following programme Delivery

- Reflect on the programme delivery and collate feedback.
- Be available to coaches who assisted in the delivery of the programme to further discuss elements of the programme and coaching practice as required to ensure the ongoing development of the coaches.
- Conduct if appropriate and necessary any pre and post camp discussions with skills coaches.
- Support the feedback process to swimmers home coaches on any key skill messages that have been delivered and that need reinforcing back in the home coaching programmes.
- Support the programme lead to collate and share feedback to Swim England Talent team.

PERSON SPECIFICATION

- Member of a SE affiliated club.
- Must hold as a minimum SE Swimming Coach or equivalent as per SE qualification equivalency matrix.
- Must possess a valid SE DBS and safeguarding certificate (if renewed after January 31st 2024).
- Must have knowledge and understanding of SE Wave Power document.
- Proven ability as a practising coach working with age group swimmers.
- Experience of planning and organising coached sessions for age group swimmers.
- In depth knowledge of the effective development of young athletes.
- Committed to ongoing learning.
- The ability to set priorities and work flexibly to meet outcomes required in a dynamic environment.
- Excellent planning, interpersonal and communication skills (with swimmers, staff and home coaches).
- High levels of motivation and dedication.
- Have an outgoing personality with good interpersonal skills and be able to enthuse and motivate young people.
- A team player with the ability to:
 - evaluate sessions and provide feedback to athletes, participants and staff.
 - apply tact and diplomacy in all interpersonal relationships.

- be self-disciplined with a commitment to continuous service improvement.
- think for yourself and use own initiative.

