

HEAD OF TALENT DEVELOPMENT (GB & ENGLAND)

Job Description

Role:	Head of Talent Development (GB & England)
Location:	Based at Bisham Abbey National Sports Centre (Hybrid working) with substantial national and international travel
Salary:	Circa £60K plus the use of a company car
Contract:	Permanent
Reports To:	Performance Director

ENGLAND HOCKEY BACKGROUND

England Hockey's mission is to "share the love of hockey and work together to make hockey more visible, relevant and accessible to all". The current focus for the organisation is delivery of its 5 objectives within the 2023-2028 strategic plan which can be found [here](#).

England Hockey is the National Governing Body for the sport of Hockey in England and is responsible for the management and development of the sport from grass roots to elite activities. We:

- Have a membership comprising clubs (750+), counties (42), and Areas (8) that affiliate to it. Approximately 160,000 individuals play in the club system, with an estimated 20,000 playing at university/colleges. C.900,000 children play at school. More than 15,000 coaches, umpires and officials are supported / developed.
- Have an income/expenditure of average £11m p.a. The Chief Executive is directly responsible for the operational budget but the Board, chaired by the Non-Executive Chair, approves the annual plan and budget.
- Employ 70 staff and contract with approximately 100 part-time consultants mostly in the performance and coaching area. Circa 50 volunteers work at national level to run the sport, with thousands more running the great bulk of grass roots hockey.
- Are currently the 'nominated country' on behalf of Great Britain Hockey to qualify and prepare the Great Britain squads for the Olympics. As the nominated country, EH has full and complete responsibility to lead the business delivery of Great Britain elite performance hockey, and, as such, is the employing organisation for this dual Great Britain and England role.

THE ROLE

The Head of Talent Development (GB & England) leads the strategic development and operational delivery of the GB Hockey Elite Development Programme and England Hockey Talent strategy.

Working with the Performance Director, the role ensures the programme identifies, develops and transitions players with the potential to achieve international medal success into senior international teams.



Significant progress has been made since the launch of the England Talent Strategy in 2021. We have full-time lead talent development coaches, a network of 24 Talent Academies servicing the highest potential 15 – 18-year-olds, 65 Talent Certified clubs and a DISE (Diploma in Sporting Excellence) model aligned with Talent Academies and our national age-group squads. All this is underpinned by the Talent System Framework which provides the blueprint to guide hockey talent development delivery. More information about our talent strategy can be found [here](#).

This long-term transformational role will drive impactful initiatives, maintain a clear focus on what it takes to win in international hockey, and oversee talent environments that attract and support a wider demographic of players and coaches.

The role will provide technical leadership, establish a consistent coaching and playing identity across the Talent and Performance pathway, and work with the Head of Performance & Talent Coach Development, which is a new role to be appointed, to improve coaching quality and diversity.

The postholder will be an excellent communicator, able to lead confidently and build credibility with a wide network of internal and external stakeholders.

Reports:

- Men's Elite Development Programme Head Coach
 - Women's Elite Development Programme Head Coach
 - Lead Talent Development Coach (boys)
 - Lead Talent Development Coach (girls)
 - One of Junior Talent Development Manager / Talent Partnership Manager TBC
 - National Goalkeeping Lead TBC
- Note – department structure may be subject to change once the postholder is appointed

KEY RESPONSIBILITIES

Elite Development Programme

- Lead and evolve the GB Elite Development Programme, ensuring world-leading delivery, robust assessment, player tracking and individual development planning.
- Embed a high-performance culture that underpins elite player development.
- Oversee four-year and annual plans for the Men's and Women's Elite Development Programmes, working with EDP Head Coaches and Head of Performance Operations to manage budget and resources effectively.
- Support Home Nation talent identification and development practices, recognising the balance between GB collaboration and the sensitivity that exists in that the HNs work together to maximise international success for GB but do still compete against each other in certain international competitions.

England Talent Strategy

- Provide strategic oversight of the England Talent System, including England Age Group Programmes, Talent Academies and Talent Club Certification.
- Lead, support and line manage the Talent team, creating a high-performing, collaborative culture.

System Leadership

- Support the Performance Director by analysing the domestic and international hockey environment, identifying threats and opportunities, and shaping elite player development accordingly.
- Contribute to the strategic direction of GB & England performance and talent programmes as a member of the Performance Leadership Team.
- Lead performance monitoring and reporting across talent development programmes, using data and insight to inform decisions and improve delivery.



Technical Leadership

- Provide technical hockey leadership, ensuring a clear and consistent coaching and playing identity across the Talent and Performance pathway.
- Ensure coaching practice reflects the tactical, technical, physical and behavioural demands of world-class hockey and holistic player development in conjunction with the Head of Performance and Talent Coach Development
- Work with Lead Talent Development Coaches to design and implement a technical development framework across Talent Academies that prepares players for international hockey.

Stakeholder Engagement

- Develop strong partnerships with key stakeholders, including Scottish Hockey, Hoci Cymru, UK Sport, FIH and Eurohockey.
- Communicate the GB & England Hockey talent development and performance pathway to internal and external partners, including UK Sport, Sport England, BUCS, UKSI and TASS.
- Where appropriate, represent Great Britain and England Hockey in national and international talent development forums.
- Promote and uphold organisational values, culture and ethical standards.

PERSON SPECIFICATION

We are a values-based organisation with a strong ethos to work with integrity and nurture an environment of inclusion. We are proud to employ enthusiastic, inspirational, and highly skilled individuals who demonstrate through their behaviour the values of England Hockey:

- Collaborate inclusively
- Care for people and places
- Play with spirit, win with grace
- Resilient in everything we do

Knowledge and Experience

- Degree-level qualification or equivalent professional experience.
- Outstanding knowledge of the tactical and technical demands of the modern international game.
- In-depth understanding and applied experience of:
 1. Skill acquisition in high-performance environments
 2. Working in multi-disciplinary teams
- Extensive and recent experience coaching and/or leading coaches in an international performance hockey environment.
- Experience working across a talent and performance pathway, including player transition to senior international hockey and the needs of sub-senior and junior high-potential athletes.
- An excellent understanding of the role and requirements of talent pathway coaches and the issues of working with sub-senior & junior high potential athletes.
- Excellent understanding of effective talent development practice, current trends and their application to hockey.
- Demonstrable experience using performance data and insight to monitor progress, inform decisions and drive continuous improvement.
- Experience of developing and managing relationships with external stakeholders, including funding bodies, partner organisations, governing bodies, public sector organisations, or similar.
- Proven track record of planning in an elite environment, including budget and resource management.
- Proven track record of leading successful work with multiple-agencies and partners.



- A broad understanding and commitment to equality, diversity and inclusion, and safeguarding young people in a talent environment.

Skills and Abilities

- Ability to lead, motivate and develop high-performing teams while fostering a collaborative, supportive and inclusive culture.
- Excellent written, verbal and presentation skills, with the ability to communicate complex ideas clearly and effectively.
- Ability to think strategically, anticipate future challenges and translate strategy into effective delivery models and plans.
- Values-driven and committed to inclusion.
- Strong people management skills
- Excellent organisational and time management skills with the ability to work under pressure, balancing conflicting demands and meeting tight deadlines.
- Excellent problem solving and decision-making skills.
- Ability to constructively challenge existing systems and see improvements through to implementation.
- Highly motivated, with personal integrity and the ability to build trust and respect.
- Ability and willingness to work unsocial hours and travel extensively throughout Great Britain and overseas
- Proven competency in the use of IT systems, including Microsoft Office.

This job description is not intended to be exhaustive and may be amended to reflect the changing needs of the organisation. All employees are expected to support major events.

To Apply:	Please submit your CV (no more than 2 pages) and a one-page covering letter, outlining your unique qualities and why this role is right for you, to the Head of People, by email at careers@englandhockey.co.uk . We would be pleased if you could also complete the Equality Monitoring Form – please use the following link: https://www.surveymonkey.co.uk/r/EDIMon
Closing Date:	Monday 5 th October 2026
Interview Date:	W/C 19 th October