



ENGLAND HOCKEY

England Age Group Assistant Coach

Role:	England Age Group – Assistant Coach England U16 Boys
Location:	Various
Term:	To August 2027
Responsible to:	Junior Talent Development Manager
Contractual Status / Salary:	Self-Employed with a fee of £100 - £115 per day dependent on experience + travel expenses @ £0.24 per mile Talent Hub Days will attract a day rate of £125.00 - £160.00 + travel expenses @ 0.24 per mile – Dependent on whether leading the venue.

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 £9m 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** 74 staff and contract with approximately 50 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. The England Hockey Chief Executive, Performance Director and Head Coaches represent Great Britain as well as England Hockey. There is a Great Britain President to chair the Great Britain board which meets three times a year.

ENGLAND AGE GROUP ACTIVITY

The purpose of England Age Group Activity

- Develop an oversupply of players for the GB Elite Development Programme and England U21 Programme who have the potential to be world leading senior internationals
- Facilitate best versus best domestic training for an identified group of players
- Exposure to the highest potential young players of junior international competition and the demands of international hockey
- Deliver a holistic player development philosophy with an inclusive culture

ROLE SUMMARY

Looking to Los Angeles 2028 and beyond, there is an exciting opportunity to support young and talented players more effectively and see more exceptional young players develop across the country.

Our aspiration is to create:

- A phenomenal 'talent pipeline' the hockey community in England (Great Britain) is proud of
- A talent identification system which attracts and excites young people irrespective of their background and inspires them to be the best they can be
- Talent development environments which engender competition for places at every stage, leading to dominant club performances in Europe and England / Great Britain junior and senior international teams dominating international hockey

Critical to achieving this is creating shared ambitions for talent identification and development across school, club and pathway activity and working collaboratively across the junior talent development landscape to provide more impactful experiences for young players

Responsibilities of Assistant Coach

- A functional and integral member of an England Age Group coaching and management team
- The team will include head coach, assistant coach, a goalkeeping coach, a team manager, physiotherapist and a performance analyst.
- Assist the Head Coach in the planning, coordination, and delivery of activity for all contact time including single training days, training camps, remote workshops, and domestic and international competition. See **Appendix A** for the list of dates.
- Assist the profiling and selection of players onto the programme, effectively supporting a timely feedback process
- Assist the Head Coach in the performance management and communication with athletes including the ongoing delivery of Individual Development Plans, training diaries (incorporating Strength & Conditioning), selection decisions and player feedback (formal & informal) throughout the programme
- Maintain, regular engagement with players and their environments away from training days and camps, utilising a variety of communication and presentation tools
- Commitment and availability for England Age Group activity, staff meetings and development opportunities
- As part of the welfare team, take responsibility for the safety and protection of the individuals in their programme. In the absence of the Team Manager the coaching team will act as the Stand-in Team Manager and will be responsible for fulfilling their duties

Other

- Represent EH in all training and competition environments favourably
- Adhere to the EH Code of Ethics and Behaviour and Safeguarding policies

Talent HUB – England Age Group & DiSE Player Training Environment – 4 HUBS across the country

- Possible requirement to be the Head Coach, lead a team of coaches at one of 4 Talent HUBs
- Be the main point of communication for the HUB between England Hockey, Talent Administrator, Junior Talent Development Manager, Lead Talent Coaches and the venue.

Who we're looking for:

We are looking for an enthusiastic, inspirational, and highly skilled individuals who demonstrates 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

Skills, Abilities and Experience

- Outstanding technical knowledge of individual and team principles including techniques, tactics and coaching trends and ability to apply the demands of international hockey within a talent development environment
- Ability to connect with and build relationships with a diverse range of Talent Academy, club and school directors of hockey and coaches
- Ability to manage conflicts of interest and ensure these do not compromise their credibility, the reputation of England Hockey or ability to fulfil all aspects of the role
- In-depth understanding of the international game at junior and / or senior level with recent experience of coaching players at this level
- An in-depth understanding of the talent system framework, it's implications for talent development and developing young athletes with a track record of effective talent identification and selection
- Demonstrated experience in planning, organising, and implementing a comprehensive high-performance coaching programme for junior athletes
- A forward-thinking coach who understands and can apply different coaching approaches to their delivery to meet the needs of the players
- Ability to support, develop, challenge, and empower others
- Strong communicator; able to accurately disseminate information using a variety of methods and to a range of audiences (coaches, players, parents, managers etc.)
- Self-motivated and able to work independently and as part of a team
- Is efficient and organised, with strong awareness of self and self-regulation and the ability to meet competing demands through effective time management
- Ability to exercise sound judgement, observe confidentiality and use discretion and initiative
- Commitment and availability for England Age Group activity and staff meetings and development opportunities
- An understanding and commitment to equal opportunities in employment and equality issues.
- An understanding of and commitment to their individual responsibility to comply with Health and Safety Policy and Arrangements
- A full Driving Licence



This role is subject to a satisfactory enhanced DBS check, which will be carried out by EH.

The successful person will be required to provide the following information:

Scanned copy of current First Aid certificate

Scanned copy of current UK Coaching Safeguarding & Protecting Children certificate

Proof of valid coaching insurance

Proof of ability to work in the UK

To Apply:	Please submit your CV (maximum 1 page) with a one page covering letter by email to: Dieter Hill, Junior Talent Development Manager, at careers@englandhockey.co.uk clearly identifying how your skills and experience are relevant to the requirements outlined in the job description and the unique qualities you will bring to the role. A remote interview will take place on Friday 2 October. If required, the interview process may include an additional day in a camp environment between 27 October – 29 October at Lilleshall National Sports Centre. Applicants should declare any unavailability for these dates in their covering letter. For an informal discussion about the role please contact Mark Bateman (Lead Talent Development Coach – Boys mark.bateman@englandhockey.co.uk) <u>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</u>
Closing Date:	09:00hrs on Monday 21 September 2026
Interview Date:	Remote through Microsoft TEAMS on Friday 2 October 2026 to include prepared presentation and video task, completed in advance

Appendix 1 – Draft Dates

Most England based training camps will take place across Lilleshall & Bisham Abbey National Sports Centres, Loughborough University and Nottingham Hockey Centre

Talent HUB locations are to be confirmed but likely to be Lilleshall & Bisham Abbey National Sports Centre, Nottingham Hockey Centre and another site in the South East.

Coaches will be expected to attend the TA Last Look and Open Assessment dates.

U16 Boys	5-Sep	6-Sep	Lilleshall NSC
U16 Boys	27-Oct	29-Oct	Lilleshall NSC
TA Last Look	8-Nov	8-Nov	Lilleshall NSC
U16 Boys	21-Dec	22-Dec	Lilleshall NSC
U16 Boys	15-Feb	18-Feb	Lilleshall NSC
U16 Boys	25-Mar	28-Mar	TBC - Easter 6 Nations
U16 Boys	1-May	3-May	Lilleshall NSC
Talent HUB Day 1	9-May	9-May	Various
Draft Event – U18*	29-May	31-May	Lilleshall – TBC
Draft Event - U16	1-Jun	3-Jun	Lilleshall - TBC
Talent HUB Day 2	13-Jun	13-Jun	Various
Talent HUB Day 3	20-Jun	20-Jun	Various
Talent HUB Day 4	27-Jun	27-Jun	Various
U16 Boys	28-Jun	3-Jul	TBC - European Tour
U16 Boys	10-Jul	17-Jul	TBC - 8 Nations
Open Assessment Day 1	24-Jul	24-Jul	Lilleshall NSC
Open Assessment Day 2	31-Jul	31-Jul	Lilleshall NSC

*England U16 Assistant Coach will be required to support these U18 assessments dates.

Two rounds of remote Individual Development Plan discussions with players to fit around own schedule

- 3 days – During January / February
- 3 days – During April / May