Head of Performance & Talent Coach Development

Job Description

Job Title:	Head of Performance & Talent Coach Development
Location:	Based at Bisham Abbey National Sports Centre (hybrid working), with substantial national and occasional international travel.
Salary:	£60k per annum (pro rata for part-time) plus the use of a company car
Responsible to:	Performance Director
Hours:	Full-time & Part-time will be considered
Term:	Permanent

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 £11.5m 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.

ROLE SUMMARY

Reporting to the Performance Director, the Head of Performance & Talent Coach Development leads the design, delivery and continuous improvement of a world-class coach development system across the GB and England performance and talent pathway. The role is responsible for developing exceptional coaches, creating outstanding learning environments, building succession pipelines and embedding a culture of continuous professional development. Working in close partnership with the Performance Director, Head of Talent Development, National Coaches, Home Nations and the wider England Hockey Coach

Development team, the postholder ensures coaches have the capability, behaviours and support required to deliver world-class player development and sustained international success.

KEY RESPONSIBILITIES

Performance Coach Development Strategy

- In collaboration with the Performance Director, National Coaches and Head of Talent Development, lead a world-leading Performance & Talent Coach Development Strategy for Great Britain & England, ensuring coaches at every stage of the pathway have the capability to develop players who can succeed and win at the highest international level.
- Create an integrated coach development framework across talent and performance programmes.
- Lead and drive the evolution of coaching practice across the talent and performance pathway, including the England Hockey Premier Leagues, establishing world-leading coaching environments that reflect the demands of international hockey and prepare players to excel at the highest level.
- Develop a culture of continuous learning and development within the performance coaching community.
- Develop systems for coach observation, feedback and evaluation.
- Use evidence and performance insight to evaluate coach development impact.

Performance Coach Development & Succession

- Support the personal development of GB & England senior coaches, utilising external resource where appropriate (e.g. UK Sport).
- Support the personal development of National Coaches (Senior Home Nations, GB EDP and Lead Talent Development Coaches).
- Lead the identification, development and succession of high-performance hockey coaches, with a particular focus on increasing the number of female coaches working in performance environments.
- Design and implement initiatives to support the development of EHL Premier League Club Coaches.
- Collaborate with Lead Talent Development Coaches and Coach Developers to support the development of identified coaches in England Age Group programmes (EAG) and Talent Academies.

Working in Partnership

- Work closely with the Head of Talent Development to align coach development with the technical direction of the player pathway.
- Collaborate with the Performance Director, Head of Talent Development and National Coaches to identify coach development priorities.
- Work closely with the England Hockey Coach Development team to shape and support the wider coach education strategy, ensuring strong alignment with the GB & England Performance & Talent Coach Development Strategy and a coherent approach to coach development across the pathway.
- Represent GB & England Hockey in national and international coach development forums where appropriate.
- Develop strong partnerships with key stakeholders, including Scottish Hockey, Hoci Cymru, UK Sport and UK Coaching.
- As a member of the Performance Leadership Team contribute to the strategic direction of the GB & England performance programmes.

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

Qualifications and Experience

Essential

- Significant experience as a coach and/or coach developer within a high-performance sporting environment.
- Demonstrable success in developing athletes and/or coaches to perform at the highest level.
- Experience leading, mentoring or supporting the development of coaches, staff or multidisciplinary teams.
- Strong understanding of learning, performance improvement and the factors that underpin sustained excellence in high-performance environments.
- Experience working collaboratively within complex, multidisciplinary performance systems.
- Ability to build trusted relationships and influence senior coaches, leaders and stakeholders.
- A commitment to continuous learning and personal development.

Desirable

- Experience designing and delivering coach development or learning programmes.
- Experience working within Olympic/Paralympic, professional or international sport.
- Experience supporting talent and performance pathways.
- Knowledge of adult learning, coach learning and skill acquisition principles.

Skills and Abilities

- Ability to lead and influence within a complex, multi-programme performance system.
- Outstanding interpersonal and communication skills with the ability to build trust and alignment across programmes and stakeholders.
- Strong planning, prioritisation and performance management capability.
- Ability to observe, challenge and support coaching practice to drive performance impact.
- High level of self-awareness and the ability to operate effectively within a high-pressure, Olympic cycle environment.
- Driven by achieving results and delivering sustained international success.
- A clear commitment to equality, diversity and inclusion.
- An understanding of and commitment to their individual responsibility to comply with Health and Safety and Safeguarding Policy and arrangements.

Additional Requirements

- Ability to work irregular hours and travel extensively domestically and internationally.
- Commitment to personal development and willingness to work towards appropriate national performance coach development standards

This job description is not intended to be regarded as inclusive or exhaustive and will be amended in the light of the changing needs of the organisation. All employees will be expected to support our major events.

To Apply:	Please submit your CV (maximum 2 pages) with a one page covering letter by email to: Head of People 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. 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:	13th December 2026
Interview Date:	w/c 11th January 2027