

GREAT BRITAIN & ENGLAND
Senior Women Head Coach

RECRUITMENT PACK 2026







**ENGLAND
HOCKEY**



**GREAT BRITAIN
HOCKEY**

Thank you for your interest in this exciting opportunity to become Senior Women's Head Coach for Great Britain and England Hockey.

This is a unique opportunity to shape the future of the Great Britain and England Women's Hockey Programme, building on a proud legacy while creating the conditions for the next generation of international success. The Head Coach will provide exceptional leadership to players and staff, creating a high-performance environment where individuals and teams thrive, potential is realised, and world-class performances become the standard.

The Head Coach will lead one of the most ambitious and high-profile programmes in world hockey, inspiring a sustained pursuit of excellence that delivers podium success on the world stage.



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Based at Bisham Abbey and supported by an experienced and highly skilled multi-disciplinary team, the Head Coach will be responsible for defining and delivering a compelling performance vision for the Los Angeles Olympic cycle and beyond. Working closely with the Performance Director and Performance Leadership Team, the successful candidate will unite people behind a shared ambition, foster an environment of innovation and accountability, and develop a programme that consistently competes for medals at Olympic Games, World Cups and other major international championships.

The Head Coach will play a pivotal role in inspiring the hockey community, strengthening connections across the pathway, and ensuring players develop as exceptional people as well as exceptional athletes.

PRIORITIES FOR THE ROLE



Deliver World-Leading Performance

- In partnership with the Performance Director, create and deliver a world-class performance programme capable of consistently winning medals on the Olympic and world stage.

Lead and Inspire a High-Performance Culture

- Create a compelling performance vision and build an ambitious, accountable and supportive culture that inspires athletes, staff and stakeholders to achieve sustained excellence.

Develop Exceptional People and Teams

- Lead the selection, preparation and performance of the Great Britain and England Women's Teams, while creating an environment that accelerates player development and empowers coaches and support staff to excel.

Strengthen the Talent Pathway

- Ensure alignment between the domestic game, talent pathway and international programme, creating seamless progression of athletes into senior international hockey and securing long-term success.

Build Strategic Partnerships and System Leadership

- Foster influential partnerships across England Hockey, Great Britain Hockey, Home Nations and key performance stakeholders, while contributing to the strategic leadership and future success of the wider performance system

KEY RESPONSIBILITIES



Coaching & Performance Leadership

- Lead the preparation and performance of the Great Britain and England Women's Teams, creating the conditions for sustained success at Olympic Games, World Cups and major international championships.
- Develop and implement an integrated performance strategy that aligns coaching, competition, athlete development, performance science and support services behind a common vision and performance objectives.
- Optimise the contribution of coaches and performance specialists across the system to maximise individual and team development.
- Develop and oversee short, medium and long-term plans for the centralised programme, ensuring athletes and teams are supported to perform consistently at the highest level.
- Use performance insights, data and evidence-informed practice to monitor progress, drive continuous improvement and maximise athlete and team performance.
- Lead, inspire and develop players and staff, fostering a culture of excellence, accountability, learning and high performance.
- Create a collaborative and integrated high-performance environment where athletes, coaches and support staff work collectively towards shared goals.
- Lead the effective deployment of performance support services to maximise preparation, wellbeing and performance outcomes.
- Build strong and constructive relationships with clubs, coaches and stakeholders across the domestic game to strengthen alignment throughout the player pathway.
- Ensure the selection of national squads is conducted in line with Great Britain and England Hockey selection policies, maintaining transparency, integrity and consistency throughout the process.
- Communicate selection decisions, expectations and performance standards clearly, professionally and in a timely manner.

KEY RESPONSIBILITIES CONTINUED



Leadership & Governance

- Provide leadership, direction and line management to assistant coaches, creating an environment that supports individual growth and collective success.
- Work with the Head of Performance Operations Manager to ensure the effective planning, management and stewardship of programme resources and budgets.
- Represent Great Britain and England Hockey with professionalism and credibility, contributing to promotional, stakeholder and engagement activities when required.
- Ensure compliance with all relevant organisational, funding, governance and sporting requirements, including those of England Hockey, Great Britain Hockey, UK Sport, the UK Sports Institute, UK Anti-Doping, the British Olympic Association and the FIH.
- Champion safeguarding, welfare, inclusion and wellbeing, ensuring a safe, supportive and respectful environment for all athletes and staff.
- Demonstrate a commitment to equality, diversity and inclusion, fostering environments where people can perform and develop at their best.
- Undertake other duties commensurate with the role as requested by the Performance Director or Chief Executive Officer.



PERSON SPECIFICATION

Qualities, skills, and competencies:

- Inspirational leader with a proven ability to create high-performing environments and deliver performance impact.
- Outstanding ability to integrate coaching, performance science, medicine and technology to enhance athlete and team performance.
- Deep expertise in international hockey, including technical, tactical and strategic developments within the global game.
- Excellent self-awareness, self-management and personal resilience.
- Exceptional communication, influencing and relationship-building skills.
- Ability to inspire alignment and commitment across diverse groups of athletes, staff and stakeholders.
- Strong judgement, integrity and decision-making in complex and high-pressure environments.
- Demonstrated ability to prioritise effectively and deliver results in demanding, fast-paced settings.
- Skilled in managing individual differences, team dynamics and organisational complexity.
- Resilient and adaptable, with the capacity to thrive in elite sport environments involving extensive domestic and international travel.
- Relentlessly committed to excellence, continuous improvement and sustained success.
- Proven ability to harness collective expertise and build teams capable of delivering world-class performances.
- Committed to ongoing learning and personal development for the benefit of both self and programme.



Qualifications and Experience

- Proven experience leading high-performance programmes and delivering success at World Championship and/or Olympic level.
- Demonstrable track record of translating potential into sustained performance outcomes and competitive success.
- Exceptional technical and tactical understanding of international hockey, including emerging trends, innovations and performance opportunities.
- Significant experience designing, implementing and evolving world-class performance programmes for international athletes and teams.
- Proven ability to develop athletes, teams and programmes through a holistic, athlete-centred approach.
- Relevant high-performance coaching qualifications and a commitment to ongoing professional development.
- Full driving licence.

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.

WHAT WE OFFER

- Competitive salary
- Company car or car/travel allowance
- 29 days Annual leave plus bank holidays
- 4% Pension contribution
- Death in service benefit
- Health Cash plan
- Flexible working
- Career development and training opportunities



HOW TO APPLY

- Please send a CV and covering letter to careers@englandhockey.co.uk
- In the covering letter please outline your interest in applying for the role, how you believe you match the criteria shown in the candidate pack and why England and GB Hockey is of interest to you.
- 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>
- **The closing date for applications is 1st November 2026**
- Proposed dates for recruitment process
- 12th November 2026 – first round (online)
- 25th November 2026 – second round (in person)
- Please let us know in your covering letter if there are any problems for you with the above proposed dates.
- If you would like to speak to someone about the role and position, please email careers@englandhockey.co.uk



GREAT BRITAIN & ENGLAND HOCKEY - ABOUT OUR ORGANISATION



England Hockey employ 82 staff and use over 200 consultants in performance, coach, official, leadership, education and development, many of which fall within the performance team remit.

England Hockey 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.

England Hockey is currently nominated by Great Britain Hockey (GBH) to qualify and prepare teams for the Olympic Games for the Los Angeles Olympic Cycle. GBH currently delegates complete responsibility to lead its business and performance activity to England Hockey as the “nominated country”.

As the nominated country, the Head Coach of England Hockey is automatically designated as the Head Coach for Great Britain (see GB Framework details on the “About us” page of the GB Hockey website) for the Olympic cycle.

The GB Head Coach leads the GB senior programme and works closely with Hockey Wales and Scottish Hockey to strive towards delivering our core strategic focus of GB Primacy.

England Hockey is committed to Equality, Diversity and Inclusion and building a diverse community. We welcome applications from suitably qualified and eligible candidates regardless of their protected characteristics and recognise there are different ways applicants may achieve the criteria in this document.

We want you to have every opportunity to demonstrate your skills, ability and potential. If there is anything we could do to support you through your application or interview process, including assistance or adjustment, please reach out to:

HR@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>



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