



ENGLAND HOCKEY

England Age Group Team Manager

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| Role: | England Age Group – Team Manager England U16 Boys |
| Location: | Various – See Appendix 1 |
| Term: | To August 2026 with the potential to roll over to 2026-27 |
| Responsible to: | Junior Talent Development Manager |
| Contractual Status / Salary: | Self-Employed with a fee of £90- £105 per day dependent on experience + travel expenses @ £0.24 per mile. Clothing provided |

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 ACITIVTY

The purpose of England Age Group Activity is to:

- 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 of the highest potential young players to 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.

KEY TASKS AND RESPONSIBILITIES

Provide and prioritise team management and administration for all 'off pitch', training and competition activity

- Lead on welfare, safeguarding and undertake in loco parentis responsibility
- Communications and liaison with facilities, parents and other stakeholders
- Schedule planning
- Training diaries
- Kit
- Accommodation
- Travel
- Dietary requirements
- Match reporting
- Tournament liaison
- Matchday bench management (substitutions)

General Expectations

- 100% attendance to relevant programme commitments
- Appropriate reconciliation of float costs within one month of activity
- Work closely with the England Age Group coaching and support staff
- Communicate regularly with the Talent Administrator and Junior Talent Development Manager
- Maintain communication and liaison with players, parents, support staff and external stakeholders
- Build effective, positive relationships with athletes, parents and stakeholders (e.g. EHF)
- Provide clear feedback to the Junior Talent Development Manager and/or Head Coach (verbal and written on request)



Other

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

Who we're looking for:

We are looking for 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

Skills, Abilities and Experience

- Ability to manage conflicts of interest and ensure these do not compromise their credibility, the reputation of England Hockey or their ability to fulfil all aspects of the role
- Strong communicator; able to accurately disseminate information using a variety of methods and to a range of audiences (coaches, players, parents 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

Successful candidates will be expected to complete UKAD Advisor Status

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 26 September**.

Applicants should declare any **unavailability** for this dates in their covering letter.

For an informal discussion about the role please contact Dieter Hill on dieter.hill@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: 23:45hrs on **Thursday 11 September 2025**

Interview Date: Remote through Microsoft TEAMS on **Friday 26 September 2026**



Appendix 1 – Draft Dates

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

| Dates | Location |
|----------------|-----------------------------------|
| 28-30 October | Lilleshall National Sports Centre |
| 3-4 January | Lilleshall National Sports Centre |
| 17-19 February | Lilleshall National Sports Centre |
| 2-6 April | TBC – Likely overseas |
| 2-4 May | Lilleshall National Sports Centre |
| 23-25 May | Lilleshall National Sports Centre |
| 29 June-5 July | TBC – Likely Overseas |
| 10-18 July | TBC – Likely Overseas |