

**Job Description: Youth Transition Lead**

Role Title: Youth Transition Lead

Reports To: Vice Chair working with Club Captain's / Head Coach(es)

Contract Type: Paid Role (Hourly Rate DOE)

Estimated Commitment: Part-time, seasonal

Purpose of the Role

The Youth Transition Lead plays a central role in ensuring that junior players (U14–U18) are supported as they progress into the senior sections — a critical period for both development and retention.

This role is designed for an experienced coach with a strong understanding of long-term athlete development, who can work across age groups to deliver individualised, performance-appropriate guidance. The position blends on-pitch observation with off-pitch coordination and player welfare support.

Key Responsibilities

- Identify and monitor junior players ready for senior exposure or transitioning out of the junior section
- Support and guide player movement in line with NGB (e.g. England Hockey) guidelines
- Work closely with junior and senior coaches to align development plans and team placements
- Attend key senior and selected junior training sessions and matches to assess readiness and progress
- Provide player-centred feedback to athletes (and parents where appropriate)
- Act as a welfare advocate, helping young athletes balance hockey with academic and personal pressures
- Reassess placements regularly, adjusting support based on development and confidence
- Facilitate communication across coaching teams and club leadership to ensure strategic alignment

Expected Outcomes

- Clear and supportive pathway from junior to senior hockey
- Increased retention of U16–U18 players through to senior teams
- Positive transition experiences for young players
- Stronger alignment and communication between sections and coaches
- Improved development outcomes across the senior sections



Person Specification

Essential:

- Minimum UKCC Level 2 (Hockey Coach) Coaching Qualification in Hockey
- Strong experience coaching youth athletes in a club or performance environment
- Proven ability to support athlete development and transitions
- Understanding of player welfare, safeguarding, and age-appropriate coaching
- Excellent communication and collaboration skills
- Organised and confident in managing multiple player journeys

Desirable:

- UKCC Level 3 Coaching (or ACP) Qualification
- Experience coaching at JRPC or within the England Hockey Player Pathway
- Degree or background in sport science, youth development, or coaching science
- Familiarity with the needs of high-potential athletes navigating school, sport, and social pressures
- Experience in strategic coordination across multi-team coaching environments

Remuneration & Terms

- Hourly Rate: DOE (Depending on Experience)
- Estimated Seasonal Commitment: Part-time, with flexibility to match scope and experience

This is a seasonal role with regular reviews to ensure alignment with club goals and value for investment.

Applications

Applications via email with a curriculum vitae to the NTHC Women's Club Captain
womens_club_captain@nt-hc.org

Closing Date: 23:59 28th September 2025