



ENGLAND HOCKEY

Assistant Coach Job Description

Job Title:	Assistant Coach: Senior Men
Location:	Bisham Abbey
Salary:	Competitive
Responsible to:	Head Coach
Hours:	The role is intended to be full-time. However, for exceptional candidates, part-time applications may be considered.
Contract:	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 £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 65 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.

ROLE SUMMARY

Reporting to the Head Coach, the Assistant Coach will be responsible for working with the senior England and Great Britain teams.

The priorities for the role are:

- To work with the Head Coach on the selection, preparation, coaching and performance of the England and Great Britain teams.

- To support the delivery of a high-performance culture that underpins systemic success.
- To ensure an exceptional level of on and off-pitch delivery.

KEY TASKS AND RESPONSIBILITIES

Coaching

- Be responsible for designing, delivering and reviewing pitch sessions for the England and Great Britain national Squads, both through the central programme, at Bisham Abbey, and when the team is travelling for matches / competitions, as directed by the Head Coach.
- Deliver high-level tactical analysis of opposition, and ourselves in real-time (during matches), prior to matches / tournaments and when reviewing matches / tournaments, using appropriate technology (e.g. Sportscode).

Planning and monitoring

- Support the Head Coach on annual performance plans for:
 - The England and Great Britain team
 - Individual athletes
- Monitor and evaluate athlete performance and store relevant data to ensure standards are met and potential is maximised.
- Work collaboratively with all support staff throughout the programme to assist with the monitoring and development of athletes.

Administration

- An understanding of and commitment to equal opportunities in employment and equality, diversity and inclusion.
- An understanding of and commitment to their individual responsibility to comply with Safeguarding and Health and Safety Policy and Arrangements.

Other duties as directed

- Assist in England and Great Britain promotional activities where required.
- Conduct other duties as directed by the Head Coach or Performance Director

PERSON SPECIFICATION

We are a values-based organisation with a strong ethos to work with integrity and nurture an environment of inclusion. 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

Qualifications and Experience:

- Experience of successful coaching in international hockey and / or successful coaching experience in the highest level of domestic hockey, with credible experience and impact when working with international players.
- Experience of successfully designing and leading progressive on-pitch training plans, that develop individuals and teams to meet the needs of the current international game.
- Outstanding technical knowledge of individual and team principles including techniques, tactics, coaching trends and international developments.
- In-depth understanding and application of the principles of coaching, sport science, medicine and technology within a high-performance programme.

Skills and Abilities:

- Well-developed interpersonal skills with the ability to manage individual differences and team dynamics.
- Outstanding communication skills – verbal and written.
- Creative and innovative training session design and implementation.
- Self-motivated and able to work independently.
- Strong awareness of self and ability to work effectively in a team of coaches.
- Ability; to support, develop, challenge, and empower others.
- Excellent video and data analysis skills.
- Demonstrated ability to meet competing demands through effective prioritisation in a results-oriented environment.
- Demonstrated ability to exercise sound judgement, observe confidentiality and use discretion and initiative.
- Ability to thrive in a pressured environment of irregular and long hours, and capacity to travel domestically and overseas for extended periods.
- Driven by achieving results, a passion to succeed.
- An understanding of and commitment to equality, diversity and inclusion.
- An understanding of and commitment to their individual responsibility to comply with Safeguarding and Health and Safety Policy and Arrangements.

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

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:	<p>Please submit your CV (maximum 2 pages) with a one page covering letter by email to: Michele Townsend, HR Manager, (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.</p> <p>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</p>
Closing Date:	1 st May 2025
Interview Date:	8 th May 2025 (potential 2 nd Round on 16 th May 2025)