



ENGLAND HOCKEY

Talent Partnership Manager Job Description

Job Title:	Talent Partnership Manager
Location:	Hybrid with office base at Bisham Abbey National Sports Centre
Salary:	Circa £42K plus a car allowance
Responsible to:	GB Head of Elite Talent Development
Responsible for:	Talent Foundations Manager
Hours:	Full time
Start Date	1 st July 2025

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** 75 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 HOCKEY TALENT DEVELOPMENT STRATEGY

'Talent Development – A new way forward' was launched in March 2021 and set out a new strategic direction for talent development in England with a vision to create a thriving and accessible talent system



that champions diversity and delivers breadth and depth of talent with a duty of care for everyone's wellbeing'

Clubs and schools are the heart of junior hockey in England, with most young players spending most of their hockey playing and training time in club and/ or school teams. Our strategy has focussed on clubs, placing greater emphasis and support to clubs to provide high quality, inspirational and inclusive opportunities for high potential players, alongside other environments in schools and Junior County Hockey.

Significant progress has been made since 2021. We have a network of 24 Talent Academies servicing the highest potential 15 – 18-year-olds, 55 Talent Centre accredited clubs and a DiSE (Diploma in Sporting Excellence) model aligned with Talent Academies and our national age-group squads. DiSE services an almost 100% state school cohort as well as offering improved coach development opportunities for Talent Academy coaches.

All this is underpinned by the Talent System Framework which provides the blueprint to guide hockey talent development delivery. More information about our talent strategy can be found [here](#).

This is a long-term transformational change initiative, and we are excited about the next phase of implementation as we translate strategy into action, embed our talent development principles and seek to attract and support a wider demographic of players and coaches to achieve hockey success at the highest level.

Working collaboratively and in partnership to develop shared ambitions for talent identification and development across school, club, county, and national programme activity is paramount to success, and the Talent Partnership Manager will be pivotal to creating and evolving these relationships.

ROLE SUMMARY

The Talent Partnerships Manager will require a strong understanding of talent development principles and be able to apply these to hockey. They will need an excellent and up to date understanding of the hockey infrastructure in England, or an understanding of talent systems and structures and be able to demonstrate they will be able to grasp the hockey structure quickly.

The role requires someone who will be able to translate vision and strategy into targeted action and initiatives rooted in our talent development principles. They must be able to articulate a vision of high-quality talent development and drive this vision in different settings and circumstances.

The successful candidate will oversee the continuation of the Talent Academy programme alongside oversight and support to our club Talent Certification programme and Junior County Hockey

They will be able to apply their deep and practical knowledge of club and coach development to different environments, develop strong relationships with a diverse group of stakeholders including coaches, parents administrators and volunteers to influence and enable change and progression on and off the field of play.

KEY TASKS AND RESPONSIBILITIES

- Lead targeted work to engage and support a nationwide network of licensed clubs to deliver high-quality Talent Academies for the highest potential 15–18-year-olds in their catchment areas.
- Manage the partnerships between England Hockey and the Talent Academy host clubs to ensure we collectively deliver against our partnership agreement and the Talent Academy Framework. Develop collaborative relationships with appropriate support and challenge.
- Provide day-to-day operational guidance and regular communication to Talent Academy leaders to assist their delivery of the Talent Academy Programme.
- Maintain visibility within the Talent Academy host clubs/universities and keep abreast of their talent development environments and culture, through a combination of regular face to face and virtual connection with stakeholders (clubs, coaches, parents, players, schools, counties).
- Oversee England Hockey managed Talent Academies and lead their transition into club hosted Talent Academies.
- Oversee the planning and co-ordination of the Talent Academy competition programme including the annual Talent Academy Cup, working closely with the England Hockey Competition and Events teams.



- Provide direction and support to the Talent Foundations Manager and any other direct reports to maximise their impact and ensure they are supported and developed
- Support the ongoing development and delivery of Talent Certification, the talent accreditation process for clubs to improve the quality and quantity of talent development provision for 11–18-year-olds.
- Ensure there are robust systems and mechanisms in place to collect data and insight about the Talent System to assess impact and inform future initiatives
- Undertake targeted projects and initiatives to address gaps / increase knowledge and understanding in the Talent System (e.g., coach development programmes, development resources and taking action to improve accessibility and support for under-represented groups)
- Ensure that 'Athlete Voice' is a strong thread through the Talent System
- Work closely with the England Hockey Communications team to raise the profile of the Talent System and its people to amplify its impact through inspirational stories and case studies
- Work closely with the England Hockey Club Development Managers and other Development team staff, coach developers and the Talent staff to ensure streamlined and aligned support, evaluation, and ongoing quality assurance of Talent Academies and Talent Certified Clubs
- Work closely with the Area Support Manager to ensure there is effective communication and understanding between the England Hockey Talent Team and the England Hockey Areas & County governance groups
- Work closely with the Junior Talent Development Manager and the Lead Talent Development Coaches to ensure alignment and integration of Talent Academies, the Diploma of Sporting Excellent (DISE) and the England Age Group Programmes.
- Keep abreast of contemporary talent development practise, connecting with colleagues in other sports and agencies to ensure the Hockey Talent System continuously evolves and develops

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

- Extensive experience of building, managing, and influencing collaborative relationships with decision makers and budget holders
- Understanding of and experience in planning, organising, and implementing a comprehensive programme for talented junior athletes in a club setting
- An excellent understanding of elite athlete development and the key elements of an effective talent system
- Knowledge and understanding of performance coaching and ability to establish rapport and credibility with performance and talent coaches in hockey
- Experience of working in a talent development environment with in-depth understanding of current trends and their application to hockey
- Experience of managing / facilitating change and developing a healthy culture within a performance/ talent development context
- In-depth knowledge of the hockey club, school, and county infrastructure in England or similar structures in other sports
- Knowledge and understanding of the day-to-day governance, management, and operations of hockey clubs
- Strong people management skills with a track record of motivating teams and delivering through people
- A track record of thriving under pressure and successfully balancing workloads and multiple work streams to achieve ambitious outcomes



Skills and Abilities

- The ability to support and empower others to create a high-quality talent development environment
- Excellent influencing, persuasion, and negotiation skills, with the ability to build trust and confidence with stakeholders quickly
- A confident speaker and presenter who can lead and facilitate discussion and debate about talent development with a wide and diverse range of personnel
- Ability to embrace and appreciate multiple perspectives and viewpoints even when these conflict with their own
- Ability to analyse data and effectively problem solve
- Excellent listening skills with an ability to assimilate information and insight quickly
- Excellent interpersonal skills, able to build relationships with a diverse range of club and school personnel including club chairs, directors of hockey and coaches
- A high degree of performance and talent acumen, with a passion for creating outstanding experiences for young people to thrive and excel
- Clear, concise written and verbal communication skills
- The ability to deliver successfully and calmly in high pressure environments
- Ability to manage conflicts and competing objectives to create win: win solutions
- A team player with the ability to work from their own initiative
- Advanced IT skills, including Microsoft Office, Teams, Word, Excel, PowerPoint, Outlook and SharePoint
- The willingness and ability to work unsociable hours including evenings and weekends and travel extensively within England
- An understanding 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.
- 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. All employees will be expected to support our major events.

To Apply:	Please submit an application (CV and cover letter) to the Head of People at careers@englandhockey.co.uk clearly outlining how your skills and experience are relevant to the requirements outlined in the job description.
Closing Date:	21 st March 2025 at 5pm
First Round Interview Date:	15 th April 2025. Please indicate if you are unavailable on this date in your application letter.