

Talent Academy Coach

Role Title:	Talent Academy Coach (Boys & Girls)
Talent Academy Locations	NW (NWTa)
Contract Term:	September 2025, to July 31st 2026
Responsible to:	Talent Academy Head Coach England Hockey: Lead Talent Coach
Contractual Status	Self Employed
Contractual Fees	Full Day £125.00 per day / Evening £75 per session (Paid in four instalments). Travel expenses incorporated within contract fee.

TALENT ACADEMY PROGRAMME

There are twenty-one club hosted Talent Academies across the country for the 2025-26 cycle. There are also three additional England Hockey led Talent Academies to fill geographical gaps in the Talent Academy network.

Talent Academies aim to:

- Provide exceptional talent development environments supporting the development of a phenomenal generation of players at international level
- Provide year round high-quality 'on pitch' contact time for approximately the highest potential boys and girls aged 15-18 (approximately 650 players per gender)
- Provide appropriate best vs best competition to further support player development within a safe, inclusive and enjoyable environment
- Provide holistic education for young players in line with the complete player qualities that effectively prepares them for performance environments

The 2025-26 Talent Academy Programme will run from September 2025 to July 2026.

ROLE SUMMARY

- England Hockey is looking for talented coaches, who can be part of a team of coaches, who will help to create an intensive and competitive training environment with a healthy talent development culture.
- This role will be required to support the delivery of a coaching programme which will engage, excite, and develop talented athletes on the dates specified in Appendix 1.

KEY RESPONSIBILITIES

- Work with the Head Coach to deliver all pitch sessions with the other contracted members of the Talent Academy coaching team focused on the Complete Player Qualities, and the development of players' Hockey IQ (game understanding and highly skilled actions) as outlined in the Talent System Framework.
- Work with the other coaches to coordinate, deliver and review the trials phase including the selection process and providing of feedback.
- Work with the other coaches in the Talent Academy coaching team to coordinate the planning and delivery of the Talent Academy education programme.
- Work with the Head Coach and Talent Academy Manager to support the transition of players in to and out of the Talent Academy environment, importantly around initial selection following the trial phase.
- When appropriate, assist the Talent Academy Manager in agreeing cover arrangements if unable to be present.
- In an intense, training and competition environment, prioritise player development, using the five principles of the Talent System Framework and player welfare over any competition result.
- Provide informed and impartial evidence and opinion on players to the Head Coach at appropriate points throughout the cycle.
- Coaches are expected to demonstrate safeguarding principles and be aware of the needs of the player. They should also have an awareness of the mental health and wellbeing of the players and coaches in their team.

ADMINISTRATION

- Support the coaching team in composing and delivering feedback to players.
- Assist the coaching team in undertaking profiling of all Talent Academy athletes at least twice a year through the Player Performance System (PPS) support by EH.
- Contribute to summative written feedback on the PPS.
- Provide formative feedback to players throughout the programme.
- Adhere to EH's Data Protection Policy and Third-Party Framework Agreement.
- Ensure any player welfare concerns are reported in accordance with England Hockey Safeguarding Policy and Procedures (Safe D) to the Talent Academy Welfare Officer and England Hockey, if necessary, in a timely and efficient manner.
- Ensure you are aware of relevant up to date information from the PPS for your players, i.e., medical information.

OTHER DUTIES

- Attend the Talent Academy induction and any necessary support workshops at start of cycle.
- Ensure attendance at all Talent Academy weekly sessions and competition dates.
- Commit to personal growth and development by attending regional/national CPD events.
- As a coaching team, encourage contact with club and school environments which your players attend on a regular basis, building relationships to facilitate player centred discussions.

WHAT WE'RE LOOKING FOR:

We are looking for an enthusiastic, inspirational, and highly skilled individuals who demonstrates the following:

- Ambition
- Integrity
- Inspiration
- Focus

To be eligible, candidates must hold a (minimum) EH Coach equivalent qualification.

ESSENTIAL QUALITIES



- Self-motivated and inspiring coach who can deliver exceptional development experiences in a talent development environment to our high potential young hockey players.
- Evidence of coaching in an intensive and competitive training environment to develop highly skilled and creative players.
- Strong communicator: able to accurately engage with a range of audiences (coaches, players, parents, centre manager) to disseminate information using a variety of methods.
- Ability to exercise sound judgement, observe confidentiality and use discretion and initiative.
- Evidence of a commitment to continuous personal development and an understanding of how to apply the Complete Player Qualities within their coaching philosophy.
- Understanding the needs and safeguarding requirements of junior athletes in a talent environment.

DESIRABLE QUALITIES

- Awareness of mental wellbeing in young players in a talent environment
- Awareness of the Sport England Talent Plan

This role is subject to a satisfactory enhanced DBS check.

TO APPLY:

Please send a CV (maximum 2 pages) with a letter of application (maximum 1 page) outlining how you feel you meet the requirements of the role, particularly in relation to the qualities. Please include two referees.

Please email (talentacademy@englandhockey.co.uk) with your application no later than **Monday 22 September 2025**.

