



HEAD COACH

Job Title:	Head Coach – England and Great Britain Men’s Teams
Location:	England Hockey Head Office - Bisham Abbey National Sports Centre
Salary:	Competitive
Responsible to:	Performance Director
Hours:	All hours worked
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** 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.

ROLE SUMMARY

Reporting to the Performance Director, the Head Coach will be responsible for providing world-class leadership and coaching to the England (ENG) and Great Britain (GB) men’s international teams. The Head Coach will be responsible for delivering an inspiring and engaging international programme which delivers international success (world-level medals), inspires and engages with the hockey community, and continues to build on the holistic development of players.

The senior team is based at Bisham Abbey with a highly skilled staff team. The Head Coach is required to work closely with key performance staff, providing clear leadership and planning for the Los Angeles Olympic cycle.

The priorities for the role are:

- To work with the Performance Director to deliver a world-leading programme which bridges the gap to achieve world-level medal success
- To plan and deliver world-class pitch content (competition and training) maximising the potential of the

player group

- To be responsible for driving a positive high-performance culture (high challenge / high support) that underpins exceptional on pitch performance
- To deliver a programme which excels in the 'holistic development of players
- To plan the content and structure for the centralised programme, ensuring all resources are maximised
- To grow stronger working relationships with the domestic game, supporting its development and providing effective alignment between domestic and international hockey
- To be responsible for the selection, preparation, coaching, succession planning and performance of the ENG and GB men's teams
- To work closely with the Elite Development Head Coach to ensure connection and alignment with elite player development through the pathway.
- To be part of the performance department senior leadership team, contributing to the leadership and longer-term development of the wider performance programme, including but not limited to high performance.

The Head Coach will report to the Performance Director and will be responsible for the line management of assistant coaches. Working collaboratively with the Head of Performance Support, the Head Coach will be responsible for developing and maintaining positive and high-quality working relationships with sports science / sports medicine staff and other consultants (circa 10 consultants).

The Head Coach will develop and maintain effective relationships with peers in the performance department including the Performance Operations Manager and Performance Operations Officer and where appropriate links to other departments within England Hockey. . The Head Coach will also work effectively and collaboratively with the Home Nations.

KEY RESPONSIBILITIES

Coaching

- Be responsible for world-class coaching and preparation of the ENG and GB national players, teams and squads, ensuring the potential of players is maximised
- Maximise the use of coaches (hockey specific and other e.g., strength and conditioning) throughout the system to optimise player and team development
- In partnership with the Performance Director, create, maintain and develop short-term, annual and cyclical plans for the centralised programme that includes: the ENG team, the GB team and individual athletes
- Monitor and evaluate athlete performance using relevant data to ensure standards are met and potential is maximised
- Provide effective leadership and management to players and staff ensuring that all ENG and GB team support staff are 'high-performance' focused, success driven and have a shared and collective vision for the programme
- In conjunction with the Head of Performance Support, lead the provision of support services to the team, squad and individuals
- Communicate effectively with staff, players and relevant stakeholders. Develop positive and constructive relationships with the domestic game and club coaches
- Ensure compliance with the England and Great Britain Hockey selection policy when national squads are selected and announced
- Communicate directly and in a timely manner to players regarding selection process and criteria

Administration

- Work with the Performance Operations Manager in managing the centralised programme budgets
- Demonstrate:
 - an understanding of and commitment to equal opportunities in employment
 - an understanding of and commitment to individual responsibility to comply with Health and Safety Policy and Arrangements
 - an understanding of and commitment to the principles of safeguarding
- Assist in ENG and GB Hockey promotional activities where required
- Conduct other duties as requested by Performance Director or Chief Executive Officer

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 world-class performance achievements at the highest level (preferably Olympic level competition) in a coaching capacity
- Proven track record of adding value and translating potential into performance outcomes
- Outstanding technical and tactical hockey knowledge of individual and team principles including techniques, tactics, and international trends / opportunities
- Experience in planning, organising and implementing a comprehensive high-performance coaching programme for international teams and athletes, which has had a demonstrable impact
- Experience and proven ability in the holistic development of athletes and programmes
- High performance coaching qualifications and / or relevant continuous professional development
- A full Driving Licence

Qualities and Skills are likely to include:

- Proven ability in providing exceptional leadership to players and staff, resulting in performance impact
- Ability to apply the principles of coaching, sports science, medicine and technology within a high-performance programme
- Outstanding technical knowledge of individual and team principles including techniques, tactics, coaching trends and international developments
- Efficient and organised, with a high level of self-awareness and effective self-management skills
- Exceptional interpersonal and communication skills
- Demonstrated ability to meet competing demands through effective prioritisation in a results-oriented environment
- Demonstrated success in managing individual differences and group dynamics.
- 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, with a passion to succeed
- The ability to effectively leverage and manage expertise from support services and other staff to ensure team success
- Committed to on-going personal development for the benefit of self and the programme

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 Michele Townsend, Head of People (careers@englandhockey.co.uk), In your covering letter please outline your interest in applying for the role, how you believe you match the criteria shown in the Job Description and why England and GB Hockey is of interest to you.
Closing Date:	30 th January 2025
First Round Interview Date:	10 th February 2025
Second Round Interview Date:	4 th March 2025