



Task Description

Title: Head of Elite Performance

Role purpose:

- Lead the tactical and performance delivery of the High Performance Programme.
- Work with the HPD to design the necessary coaching and technical input needed to achieve the England Touch HP goals.
- Lead the HP coaching and playing team, ensuring that the input and contributions of coaches and players are maximised and aligned to the agreed direction.

Ensure the on-going successful development and delivery of England Touch elite High Performance programme.

Experience: Experience of Elite Touch Performance and or Coaching with a sound understanding of the current trends in the sport on the worldwide stage are essential. A knowledge of leading trends in coaching, including coaching science, sports science and the appropriate application of technology to assist performance is desirable.

Qualifications:

- Advanced Coaching (Level 2) qualification or above (Essential)
- Current Driving licence (Desirable)

Hours required: 10 or more hours per week.

Key dates: The touch calendar is cyclical, with key tournaments taking place over spring and summer with more of a focus on strategic planning and organisation over autumn and winter.

Reports to: HPD – see Organisational Chart.

Line Management: The Head of Elite Performance directly manages the HP Coaching teams and oversees National/Elite coaches through these roles (see organogram).

Locations: Work from home; working away from home for both England training and tournament.

Contract type: 1 year term. Re-appointed yearly at the AGM. (Feb 2017.)

Salary: Voluntary role, expenses paid if applicable.

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Skills and Qualities:

Person Specification	E	D
Ability to build and lead successful teams	X	
Efficient and Organised	X	
Well developed interpersonal written and verbal communication skills	X	
Self Motivated and able to work independently and as part of a team	X	
Ability to work within approved Budget controls	X	
Ability to attain excellence from all stakeholders through ability to build partnerships, influence, and communicate effectively	X	
The aptitude to work in a dynamic, fast-paced environment, whilst planning and organising courses of action for self and others to ensure that work is completed effectively	X	
Highly motivated and target-orientated with a passion for achieving elite success	X	
Strong knowledge of coaching processes	X	
Ability to manage volunteers	X	
Ability to manage and appraise peers	X	
Highly motivated and target-orientated with a passion for achieving elite success	X	
Strong knowledge of High Performance Touch	X	
Sound understanding of Diversity and Inclusion		X
Understanding and awareness of Safeguarding processes		X

Scope of job/key elements:

Main Duties and Accountabilities	Measures and Input Required
To be responsible for delivering a High Performance programme of technical and	<ul style="list-style-type: none"> Lead and manage High Performance Coaches appointed by England Touch;

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coaching expertise	<ul style="list-style-type: none">● Assist the HPD in developing and creating the England Touch HP targets● Plan the delivery of the HP outcome targets for both 1 year and 4 year cycles● In partnership with the HP coaches, oversee the creation, maintenance and development of short-term, annual and coaching plans for the centralised programme that includes both senior and junior divisions;● Oversee a national High Performance coaching calendar● Ensure that the athlete program incorporates leading technical, physical and mental processes.● Ensure selection policies are adhered to and appropriate feedback to athletes is provided;● Ensure compliance to the England selection policy when national squads are selected and announced;● Ensure talent identification and junior development occurs in line with the agreed Technical direction;● Attend national and international tournaments.● Organise coaching development
Manage the the High Performance coaching team	<ul style="list-style-type: none">● Lead a collaborative, high performance environment which elicits optimal input from coaches and technical staff in England Touch to ensure sustainable success;● Operate at, or under, preagreed budgets;● Monitor and evaluate HP professional development● Ensure the correct provision of support services to the team, squads and individuals;● Work with the head coaches, Medical Team and other partners to ensure health and strength and conditioning of athletes are cared for;● Ensure coaches follow ETA guidelines and ensuring appropriate behaviour;

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Administrative duties	<ul style="list-style-type: none"> ● Attend to all incoming correspondence relating to the position by written reply where necessary; ● Be conversant with the rules, procedures and constitution of FIT and England Touch; ● Attend professional courses, workshops and or meetings which will add to the development of the skills of the position. ● Organise Elite coaching development and CPD programme
Maintain key relationships	<ul style="list-style-type: none"> ● Work with the HPD of England Touch and Head of Elite Logistics ● Lead the HP coaching staff ● Close liaison with the Head of Medical Services and their team/partners; ● Develop and maintain external technical role relationships
Support the safe-guarding team on DBS checks	<ul style="list-style-type: none"> ● Assist Safe-guarding officer as a verifier for the online DBS system ● Monitor Safeguarding and DBS Compliance of the HP junior programme.
Strategic development and review	<ul style="list-style-type: none"> ● Undertake the formal evaluation of the onfield and off-field performances of national teams and coaches; ● Contribute to a formal review of Player and team performance ● Provide feedback to England Touch HPD and assist to identify opportunities for improvement of domestic and development programs ● Monitor trends in Sporting HP delivery, coaching and technical trends
Stakeholder management	<ul style="list-style-type: none"> ● Assist in managing relationships, programs and processes with England Touch partners including the EFT, FIT, JTC and other international partners and key stakeholders; ● Manage the recruitment, management and network of coaches, selectors and other technical advisory staff ● Liaise with HPD to ensure HP perspective

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	<p>is represented in and supporting England Touch activity;</p> <ul style="list-style-type: none">● Attend internal and external meetings, workshops, seminars and conference as required.● Ensure Player and Volunteer welfare is foremost in decision making