

HEAD OF ATHLETE DEVELOPMENT (P&P) - RECRUITMENT PACK



Who We Are

Some space. A ball. Your mates. A game.
Your team. A competition. Maybe a trophy or two.
Work hard. Develop skills. Get selected. Represent your nation.
Volunteer time. Pick up a whistle. Make a difference.
We are England Touch. Pick up a ball and play!

The England Touch Association (ETA) is a National Governing Body (NGB) for the sport of Touch (also referred to as Touch Rugby or Touch Football) in England. We are Sport England recognised and affiliated to the global governing body of Touch, the Federation of International Touch (FIT). The ETA has evolved from a committee of volunteers into a not-for-profit company limited by guarantee with an accountable board of Directors, a Senior Executive, a developing paid workforce of employees and an extremely loyal base of volunteers.

Our Vision

Our Purpose is to govern the sport of Touch.

Our Vision is to grow a more accessible, inclusive and enjoyable game, which delivers positive outcomes for physical, mental and social well-being.

Our Vision is achieved by:

- Growing the Game (increasing participation in playing, coaching, refereeing and volunteering)
- Developing the Sport (governing and developing participation from grassroots to elite level)
- Evolving as an organisation (expanding our infrastructure with a strong focus on Equity, Diversity and Inclusivity, as well as ensuring that Sustainability is also at the forefront of our thinking)

Our Vision is delivered through:

- Education (schools, colleges, universities and our educational courses and qualifications)
- Clubs (supporting club activity and engagement at all levels within our game)
- Competition (creating inclusive, diverse and accessible offers across wide ranging demographics)

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Why Do We Need You?

The Head of Athlete Development is responsible for designing, managing, and evolving the England Touch Association's (ETA) performance pathway from community to elite level.

The role ensures that high-potential talented athletes are identified early, developed effectively, and supported to transition into national squads (or a level appropriate to them), in alignment with the ETA's long-term Athlete Development Strategy.

Role Details

Department	Pathways and Performance
Supported by	Director of Pathways and Performance
Supporting	Part of the Pathways and Performance Leadership Team (PPLT) National and Regional Squad Coaches, Talent Identification (ID) Leads, Delivery Partners (e.g. Try Sports), Regional Leads, Club Leads, School, College and University Leads, and Federation of International Touch (FIT) Officials.
Hours	Approx 4-8 hours / week, increasing during the tournament / event season
Key Activity Periods	January - April: Performance camp activity, talent tracking, future planning May - August: ID events, selection planning, transition planning, tournament support September - November: Pathway review, coach recruitment, programme development
Role Duration	The PPLT are appointed for a 4 year competition cycle, renewable for a maximum of 2 terms.
Expenses	Pre-approved and allowable expenses (travel, accommodation, etc) will be reimbursed upon completion of the standard expenses form to Finance
Location	Work from home and various other locations as required

HEAD OF ATHLETE DEVELOPMENT (P&P) - RECRUITMENT PACK



What You'll Do

1. Pathway Leadership
 - a. Develop and oversee the ETA's national performance pathway strategy, consulting with the PPLT and aligning with the ETA's strategic goals.
 - b. Define and manage the structures and progression routes from schools, colleges, universities, clubs, leagues, regions and Centres of Excellence through to National Squads.
 - c. Ensure pathway alignment with international standards and global trends in athlete development.
2. Talent Identification & Development
 - a. Lead and manage the ETA's Talent Identification (ID) Programme, working with schools, colleges, universities, clubs, regions and Delivery Partners (e.g. Try Sports).
 - b. Design and coordinate national development programmes (e.g. Junior Nationals, Emerging Squads, Futures Camps as appropriate).
 - c. Ensure appropriate assessment tools, selection criteria and selection processes are in place at all levels and are consistently and objectively applied.
 - d. Ensure there is an appeals process relating to selection decisions via an independent panel.
3. Athlete Journey & Support
 - a. Oversee transition planning for athletes moving between development and representative squads.
 - b. Ensure succession planning for athletes moving between national squads from Youth to Opens to Seniors to Masters.
 - c. Ensure pathway athletes have access to coaching, support services, and education tailored to their stage of development.
 - d. Promote inclusive practices to ensure accessibility and equity in talent identification, squad and team selection and in athlete development.
4. Coach & Volunteer Development
 - a. Support the recruitment, training, and mentoring of coaches and support staff across the pathway.
 - b. Work with Coach Development Leads to ensure alignment between pathway and performance coaching philosophies.
 - c. Facilitate knowledge sharing across development and performance programmes.

HEAD OF ATHLETE DEVELOPMENT (P&P) - RECRUITMENT PACK



5. Monitoring & Evaluation

- a. Set and monitor KPIs for athlete retention, progression, and national squad readiness.
- b. Maintain accurate athlete tracking and development records.
- c. Report regularly to the Director of Pathways & Performance and contribute to post-season reviews, including reports if requested.

Who You Are

Essential Qualifications, Skills & Experience

- Proven experience in athlete development, performance pathways, or talent ID in a sporting environment.
- Strategic thinker with experience in programme design and management.
- Strong understanding of Long-Term Athlete Development (LTAD) models.
- Excellent leadership, planning, and organisational skills.
- Strong interpersonal and communication skills; able to work across age groups and stakeholder levels.
- Knowledge of safeguarding and athlete welfare best practice.

Desirable Skills & Experience

- Experience in a similar role within a National Governing Body or elite sports system.
- Coaching qualification (preferably Level 2 in Touch or Level 2 or higher in a related sport).
- Experience with pathway athlete monitoring tools and data management.
- Understanding of the International Touch landscape.
- Links with school, college, university, club or regional development systems.

Key Attributes

- Passionate about athlete development and sport for long-term success.
- Collaborative and empowering leadership style.
- Committed to equity, inclusion, and welfare in sport.
- Innovative mindset with the ability to adapt and evolve programmes.
- Able to manage a flexible workload, work evenings/weekends and travel as needed.
- Commitment to the ETA's values: inclusivity, transparency, ambition, unity and respect.

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What Can We Offer You

- Opportunity to utilise and develop your portfolio of skills and experience.
- Gain valuable hands-on experience in an NGB, which is also a sporting not-for-profit organisation.
- Training and development opportunities (induction, role-specific training, workforce development training, internal IT systems training, CPD courses and conferences).
- *#OneEngland* Workforce Induction Pack, on-boarding session with Line Manager and access to an ETA email address and shared Google Drive.
- Inclusion in the *#OneEngland* Workforce Recognition Scheme (as agreed by the sub-committee of the Board).
- Membership of the ETA (including access to discounts, savings and offers (e.g. AON Plus Scheme): <https://www.EnglandTouch.org.uk/play/membership/benefits/>)
- One England Workforce Kit Allowance

Our Commitment to Equity, Diversity & Inclusion

At England Touch, everyone is welcome!

You don't have to be sporty to be part of our community. What matters to us is that we have talented, enthusiastic and experienced people working with us who can help deliver our strategic outcomes.

Our dedication to inclusivity means that we actively welcome and support differences regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity.

We recognise that the diversity of our people is a source of strength and are taking positive steps to ensure that everyone involved in our game can bring their full selves, own unique experiences and perspectives. Together we can ensure that England Touch remains a welcoming and inclusive community for all!


If you need reasonable adjustments made to the recruitment process, please mention this during your application so we can advise and support you.

Note: All employees and volunteers hold a duty and commitment to observing ETA's [Equality, Diversity & Inclusion Policy](#) and procedures at all times

HEAD OF ATHLETE DEVELOPMENT (P&P) - RECRUITMENT PACK



Our Values

<p>We are Inclusive</p> <p>We are committed to making our sport accessible to all by actively promoting and providing opportunities for widespread participation</p>	<p>We are Transparent</p> <p>Transparency underpins our sport. We prioritise openness, ethics and the highest standards on and off the field, through honesty, integrity and fair play</p>	<p>We are Ambitious</p> <p>We are driven to succeed in our sport. We will not limit our goals or imagination and aim for ambitious goals, pushing boundaries ourselves and the game</p>
<p>We are United</p> <p>Success in our sport is achieved by working together. We inspire unity and collaboration, operating as one team, with common goals and shared values</p>	<p>We are Respectful</p> <p>This is the basis of our sport. We promote respect for players, coaches, referees, volunteers and all others involved in our game at every level</p>	<p>We are England Touch</p> 

Ready to apply?

Review all relevant documentation and submit your application:

- Email your CV and any covering documentation to Crystal Ravenscroft, Head of Organisational Development (crystal.ravenscroft@englandtouch.org.uk)
- Complete England Touch's [Voluntary Role Application Form](#)

Interviews: will take place week commencing 27 October 2026, via online conferencing.

For more information, contact Crystal Ravenscroft or Vince Mayne, Chief Executive Officer (vince.mayne@englandtouch.org.uk)

England Touch Association:

% ST Accountancy Limited, 8 Clappentail Park, Lyme Regis, DT7 3NB

w: www.englandtouch.org.uk

Instagram / Facebook / X: @englandtouch

LinkedIn: www.linkedin.com/company/englandtouch

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Appendix A - Performance Cycle Dates

Note: Team England may not attend all the competitions below (this will be decided by the Pathways & Performance Leadership Team, in discussion with the head coaches from each division).

Details are accurate as at October 2025, and where locations are known, they have been noted.

2025

- Performance Squad training camps
 - Adult: Nov 22/23
- University Touch Championships
 - South: Nov 01 & 15
 - North: Nov 08 & Dec 06

2026

- Performance Squad training camps
 - Adult: Jan 24/25, Feb 21/22, Mar 14/15, June 06/07, July 04/05
 - Youth: Jan 10/11, Feb 07/08, Mar 07/08, Apr 11/12, May 23/24, July 12, Aug 01/02
- University Touch Championships: Feb 07 & 28, Mar 21 - Nottingham Riverside
- Performance in Touch Conference: March 21/22
- National Touch Series:
 - Mens & Womens: Apr 18/19, May 16/17
 - Mixed: May 30/31, June 13/14, June 27/28
 - Seniors & Masters: March 01 (Midlands), June 21 (North), Sep 19 (South)
- Nationals:
 - Opens: May 02/03/04 - Nottingham Highfields
 - Seniors & Masters: May 02/03 - Nottingham Highfields
 - Juniors: Aug 29/30 - Nottingham
- European Touch Championships:
 - Adult: Jul 20-26, Vichy, France
 - Youth: August (details / location TBC)
- Other international tournaments:
 - Asia Pacific Opens Cup: likely Apr / May in Queensland, Australia
 - Asia Pacific Seniors Cup: likely October in Japan

HEAD OF ATHLETE DEVELOPMENT (P&P) - RECRUITMENT PACK



2027

- Performance Squad training camps (Adult & Youth)
- University Touch Championships
- National Touch Championships / Junior Nationals
- Asia Pacific Youth Cup
- Atlantic Youth Cup
- Opens Event
- Seniors & Masters Event

2028

- Performance Squad training camps (Adult & Youth)
- University Touch Championships
- National Touch Championships / Junior Nationals
- European Junior Touch Championships
- **Touch World Cup: likely October, in New Zealand**