

RECRUITMENT PACK: NATIONAL SQUAD - HEAD / ASSISTANT COACH



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)

RECRUITMENT PACK: NATIONAL SQUAD - HEAD / ASSISTANT COACH



Why Do We Need You?

For England Touch Association (ETA), National Squad Head & Assistant Coaches are at the pinnacle of our performance programme. They set standards across our national squads, and therefore across our wider performance pathway.

We need people who can:

- Drive **performance standards** to enable increased success of our National England Squads on the world stage.
- Provide strong **leadership** for each of our National England Squads.
- Deliver in person **expert technical and tactical coaching** to our athletes.
- Ensure the **ongoing development, wellbeing and performance of athletes**.
- **Collaborate with other coaches and staff** to promote the “One England” professional culture, which is key to the success of the England Touch Performance Programme.
- Maintain a **positive and professional coaching environment** that promotes both the physical and psychological welfare of athletes.
- Align their **vision and strategy** with the ETA's values and strategic priorities.

Additional information for coaches in the Opens division:

England Touch is entering an exciting new chapter in its High Performance journey. With the international calendar now defined through to the 2028 Touch World Cup in New Zealand, we have a clear pathway to prepare our athletes and teams for the challenges ahead. At the heart of this journey are our Opens Coaches - leaders who will inspire, mentor, and drive excellence within their squads.

The Opens Coaches are defining roles for England Touch. These roles carry the responsibility of shaping culture, driving performance, and preparing our athletes for success on the international stage. The leadership and vision of those appointed will be pivotal in delivering long-term excellence for our sport.

This role is more than coaching on the field, it is about building culture, fostering athlete development, and setting standards that empower athletes to perform at their best.

This outlines what we are looking for in these leaders, the responsibilities they will carry, and the vision they will help shape as we take England Touch to the next level.

RECRUITMENT PACK: NATIONAL SQUAD - HEAD / ASSISTANT COACH



Role Details

Department	Pathways & Performance
Supported by	Head of Coaching and Pathways & Performance Leadership Team (PPLT) Head Coaches of each squad support Assistant Coaches
Supporting	Athletes, other coaching / management / support staff for your squad, pathway coaches
Hours	Between 5-10 hours of planning and review work weekly with an increase in hours pre, during and post international tournaments - with an understanding that online evening meetings and weekend camps and tournaments (including weekdays and weekends) is included in this role.
Role Duration	Until the end of the 2025-2028 Performance Cycle, culminating with the Touch World Cup 2028 in New Zealand (including the review process post event). Note that this is a performance related role, which will be reviewed and renewed by the High Performance Appointments Panel following every individual competition in the cycle.
Expenses	Pre-approved expenses (travel, accommodation, etc) for training/tours.
Location	Work from home and various other locations as required and agreed. Preferably UK based as attendance at camps, competitions and events is essential.

What You'll Do

1. Athlete Development & Selection *(head coaches lead, assistant coaches support)*

- Drive Talent Identification, utilising the ETA domestic calendar either formally at primary talent ID events (National Touch Championships / Junior National Touch Championships), or informally other events (regional, club, university and schools events, etc).
- Collaborate with regional and club coaches to identify players to watch, and establish and share player benchmarks and standards, with the aim of supporting coach development and to ensure player skills, development and expectations are consistent across ETA's performance pathways.
- Select training squads and touring teams, submitting selections in a timely manner.
- Additional for Opens Coaches: Collaborate with other Opens Coaches and High Performance Panel on selecting athletes into the appropriate initial squads and representative teams for the upcoming campaign, and on succession planning for athletes within the Performance Cycle.*

RECRUITMENT PACK: NATIONAL SQUAD - HEAD / ASSISTANT COACH



2. Campaign & Squad Management *(head coaches lead, assistant coaches support)*

- a. Instill squad culture through mission statements, values and expectations, engaging with athletes and staff and supported by squad performance psychologists, and ensure they are adhered to throughout.
- b. Co-create a structured training programme and detailed sessions plans to deliver at Performance Camps and ensure timely communication of plans in advance of camps.
- c. Develop and deliver comprehensive competition game plans within the cycle and be prepared to share and discuss your Game Plan with athletes, coaches, coach developers, analysts and the Head Coach of Team England. Ensure that the objectives of the Game Plan are aligned with the strategic priorities of England Touch and all athlete and staff roles are clearly defined.
- d. Champion holistic athlete and staff wellbeing, cultivating and promoting a safe and supportive training and competition environment.
- e. Collaborate with coaches/staff to provide regular in-game/training feedback on athlete performance and formal written feedback for athletes post selection and post competition. Ensure there is opportunity for the athletes' voices to be heard during this process also.
- f. *Additional for Opens Coaches: provide individualised coaching feedback during and post-session.*

3. Team Leadership *(head coaches lead, assistant coaches support)*

- a. Assist with the appointment of coaching, management and support staff for your National Squad (up to two assistant coaches).
- b. Provide information, reports and risk assessments to the Pathways & Performance Leadership Team as required in a timely manner and within agreed deadlines.
- c. Drive international competition preparations, including tour handbooks, timetables, role clarifications and policy implementation.
- d. Manage communications across athletes, staff, media, parents and sponsors.
- e. Produce thorough end-of-campaign written reviews and athlete performance assessments.
- f. *Additional for Head Coaches only: Review the performances of your Assistant Coaches, Team Management, and Performance Support Staff.*

4. Personal Development *(head coaches lead, assistant coaches support)*

- a. Engage in ETA's Coach Continuing Professional Development programme.
- b. If not already held, attain the ETA or FIT L2 coaching qualification.
- c. *Additional for Opens Coaches: Present modules/workshops on key technical / tactical game areas and / or other areas of coaching.*

RECRUITMENT PACK: NATIONAL SQUAD - HEAD / ASSISTANT COACH



5. *Additional for Opens Coaches: Performance Programme Leadership*

- a. *Collaborate with, support, lead, and mentor head and assistant coaches across the performance programme.*
- b. *Embody the 'One England, One Vision' national perspective:*
 - i. *Every decision must reflect the ethos of "**One England**", prioritising what is best for the sport nationally.*
 - ii. *Align decisions with overarching High Performance strategic priorities to strengthen collaboration and sport development across regions.*
- c. *Elite Leadership & Coach Development*
 - i. *Serve as leaders of the programme, mentoring and elevating performance across all levels—from Open squads to regional and youth coaches*
 - ii. *Champion Continuous Professional Development (CPD), best practices in coaching, and a high-performance culture aligned with the **Coaching Excellence vision**.*
- d. *Innovation & Competitive Advantage*
 - i. *Bring strategic foresight to enhance England Touch's elite standing and performance edge.*
 - ii. *Drive innovation across training methodologies, athlete welfare, analytics, and game strategy.*
 - iii. *Be a forward-thinking coach who shapes not only on-field outcomes but also the future direction of the programme.*

RECRUITMENT PACK: NATIONAL SQUAD - HEAD / ASSISTANT COACH



Who You Are

Qualifications:

- Should have or be working towards England Touch Association (ETA) or Federation of International Touch (FIT) Level 1 coaching qualification
 - *Head Coaches and Opens Assistant Coaches should have or be working towards Level 2*
- Current Disclosure & Barring Service (DBS) Certificate is essential for Youth and Opens Head Coach roles, and desirable for Seniors and Masters Head Coach roles (for clarity, all successful candidates must be prepared to go through the DBS certification process).
- Current First Aid Qualification
- General coaching CPD or qualifications from other sports (e.g. delivered by UK Coaching or similar) are desirable.

Skills & Experience:

- Strong technical and tactical knowledge and understanding of Elite Touch, including contemporary game knowledge and understanding (i.e. awareness of current trends).
 - *Additional for Opens Coaches: In-depth technical and tactical knowledge, with awareness of match dynamics, trends, and opposition's strengths, weaknesses and tactics.*
- Ability to demonstrate analytical thinking in order to assess athlete, team and opposition performances and identify areas for improvement.
 - *Additional for Opens Coaches: Ability to formulate vision and strategy, encompassing game plans, athlete roles and coaching delivery.*
- Exceptional leadership and management skills, with the ability to inspire and motivate athletes and staff, building positive relationships, delegating tasks and managing conflict.
- Strong organisational skills with excellent attention to detail.
- Ability to cope with pressure/change and maintain a positive approach to your coaching.
- Strong verbal and written communication skills, including the ability to deliver clear and timely feedback, performance reports, athlete assessments, and presentations.
- Ability to represent ETA and communicate effectively with a variety of stakeholders.
- Commitment to upholding ETA's policies (in particular the Code of Conduct), and ETA's values of inclusivity, transparency, ambition, unity and respect.

RECRUITMENT PACK: NATIONAL SQUAD - HEAD / ASSISTANT COACH



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.

RECRUITMENT PACK: NATIONAL SQUAD - HEAD / ASSISTANT COACH



Key Dates 2026/2027

Note: The Pathways & Performance Leadership Team, in discussion with squad head coaches, will confirm attendance at international tournaments.

	Adult Performance	Youth Performance	Club / University / Regional
Sep	12-13: Training* 26-27: Training*		
Oct	07-10: APAC Seniors Touch Cup (Japan) 24-25: Training*		
Nov	07-08: Training* 28-29: QLD State Cup (Australia)		7/14/21/28: UTC regional rounds
Dec	04-06: NSW State Cup (Australia)		
Jan		30-31: Training	
Feb	13-14: Training	20-21: Training	06/27 Feb: UTC Nationals
Mar	06-07: Training	13-14: Training	20: UTC Finals
Apr	03-04: Training		10-11: M/W NTS
May		29-30: Training	01-03: Nationals 22-23: M/W NTS
Jun	05-06: Training		12-13 & 26-27: MX NTS
Jul	03-04: Training	03-04: Training (18-20s TBC) 11: Training (15s only TBC) 30/07-01/08: Training	
Aug	12-15: Opens Atlantic Cup, Sterling (Scotland)	30/07-01/08: Training	28-29: Junior Nationals

*training for selected squad members only - to be advised by coaches

Dates for **Youth Atlantic Cup, Limerick (Ireland)** and **Seniors & Masters Atlantic Cup (Portugal)** will be confirmed as soon as possible (will be July / August).

RECRUITMENT PACK: NATIONAL SQUAD - HEAD / ASSISTANT COACH



Our Values

We are Inclusive We are committed to making our sport accessible to all by actively promoting and providing opportunities for widespread participation	We are Transparent Transparency underpins our sport. We prioritise openness, ethics and the highest standards on and off the field, through honesty, integrity and fair play	We are Ambitious We are driven to succeed in our sport. We will not limit our goals or imagination and aim for ambitions goals, pushing boundaries ourselves and the game
We are United Success in our sport is achieved by working together. We inspire unity and collaboration, operating as one team, with common goals and shared values	We are Respectful 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	We are England Touch 

Ready to apply?

1. **Review the information in this recruitment pack**, in particular the requirements of the role and the qualifications, skills and experience we're looking for.
2. **Submit your application [here](#).**

For more information, contact: Sammie Phillips, Director of Pathways & Performance (sammie.phillips@englandtouch.org.uk)

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