

Role Profile

Job Title:	National Coach (TRA)
Salary/Banding:	Band 4
Role Holder:	
Department:	Performance Sport
Location:	LNSC (Jubilee Hall National Trampoline Centre) with further delivery, as directed by the HNC at the identified TRA High Performance Clubs
Reporting to:	Head National Coach (HNC)

Role Summary:

There are 2 key purposes of this role:

Technical Coach for the TRA Senior Men's and Women's World Class Programmes, working closely with the Head National Coach (HNC) in the coordination and delivery of all aspects of the Individual Athlete Development Plans (IAP) and the What it takes to Win (WITTW) strategy.

Working with the Junior Squad and Performance Pathway Squad staff to provide best practice, technical and practical guidance to gymnasts, coaches and clubs in the development of an effective and sustainable Legacy for the TRA Performance Programmes.

Main Areas of Responsibility:

1. Technical Coach for Trampoline Olympic Programme (TOP) Podium & Podium Potential Squad gymnasts as directed by the HNC

Typical Activities:

- Working closely with the HNC and Performance Support Staff, deliver the TOP Podium & Podium Potential Squad and Camp programme
- Work with the EIS Performance Support practitioners for all TRA TOP Podium & Podium Potential Squad engagement and feedback regarding Individual Athlete Plans (IAP) and completion of GYMPOD
- Coordinate and deliver feedback from each TOP Podium & Podium Potential Squad/Camp to club/personal coaches
- Attend the monthly TRA Performance meetings, ensuring all updated IAP information is updated with the key performance support staff present as appropriate
- With the HNC and OPM attend the 6 monthly TRA gymnast performance reviews, which will review, revise and set key performance outcomes & targets aligned to WITTW and gymnast IAP's
- Work as part of a multi-disciplinary team with performance staff, science and medicine colleagues to provide an integrated service of support to TOP Podium & Podium Potential Squad gymnasts
- Work alongside performance staff and sports science & sports medicine team to innovate and develop systems and processes to support coaching and performance progression
- Working with the OPM and the HNC with the production of all TRA Selection Policies
- Attending competitions as and when required/directed by HNC

Success Measures:

- Evidence of close adherence to the WITTW syllabus for Trampoline with it placed at the heart of all the TRA Squad Programmes
- Evidence of appropriately completed and up to date IAP's for all APA-Funded gymnasts
- Evidence of consideration given to a range of gymnast needs, learning styles and personal objectives

- Evidence of enhanced performance gains underpinned with feedback/reports and interventions linked to feedback/reports and interventions
- Accurate and timely record keeping
- Attendance and contribution at HPC/Club visits, competitions, conferences as required/directed by the HNC
- Feedback from Technical Committees, gymnasts, personal coaches, EIS staff and Line Manager

2. Creation of a sustainable future for TRA through the Junior and Performance Pathway Programmes

Typical Activities:

- With the HNC – Technical and WITTW oversight of the Junior Squad & Performance Pathway Squad through close support and guidance to the Junior National Coaches & Performance Pathway Coaches and to critically monitor gymnast progress and development in the transition onto the TOP Squads
- Mentoring identified developing coaches at Junior level through providing expert advice and guidance at national squad activities and/or during HPC visits aligned to the WC programme
- Where and when appropriate, delivering performance development clinics, symposiums to identified coaches

Success Measures:

- Increased progression and feed through to TOP Squads
- Increased number of coaches prepared for high performance coaching
- Evidence of mentoring and coach progression
- Where appropriate, number and value of clinics
- Feedback from Technical Committees, gymnasts, personal coaches, EIS staff, Performance Pathway Manager and Line Manager

3. Generic TRA Development Involvement working closely with the OPM, HNC and NTC Chair

Typical Activities:

- Working as part of the TRA Technical Steering Group with OPM, HNC and NTC Chair, monitor and update as necessary the National TRA FIG and NDP Competition Programmes to remain fit for purpose for supporting both the high level targets of the TRA High Performance Programmes and the development of TRA generally in the UK
- Working as part of the TRA Technical Steering Group with OPM, HNC and NTC Chair, working closely with the Coach Education Department, the NTC Coach Development Sub-Committee and the BG Performance Pathway Programme in developing more effective systems to identify and develop future elite coaching talent for TRA

Success Measures:

- Evidence of growth in numbers of entries and standards of performance year by year
- Evidence of increase in number and standard of new coaches, especially at L3 and above

4. Athlete Welfare

Typical Activities:

- Using listening, interpersonal and pastoral care skills to deal with sensitive issues concerning gymnasts, providing appropriate support
- Where appropriate, actioning in accordance with safeguarding and compliance regulations and best practice
- Referring/signposting gymnasts for further service, where appropriate

Success Measures:

- Number and nature of formal complaints in relation to behaviour of peers, personal coaches, gymnasts, parents, guardians etc.
- Violations of ethics, safeguarding and compliance or professional codes

5. Safeguarding Responsibilities.

Risk Management/Safeguarding/Data Protection/Equality

- The role holder will be responsible for highlighting any perceived risk to the Line Manager
- Managers are responsible for rating risks, escalating risks to department Risk Registers (including project risks), and for controlling risks within their work area. Risk actions should be built into action plans and reported through plans@work
- The role holder will be responsible for reporting any safeguarding concerns, accidents & near misses to the Line Manager

- The role holder is to ensure that safeguarding arrangements are put in place and monitored for any activity they provide for children and protected adults. To ensure any significant safeguarding concerns are escalated to the Safeguarding & Compliance Team
- The role holder will comply with good practice in relation to data protection, maintaining the highest standards of confidentiality when dealing with sensitive personal or business information
- The role holder is responsible for ensuring good data practice in their area of work and for carrying out privacy impact assessments ensuring steps are in place to address identified impacts
- The role holder will consider equality implications in all aspects of their work
- The role holder is responsible for taking steps to ensure greater diversity within the community who are accessing the services they manage. They should ensure equality impact assessments are carried out put steps in place to address identified impacts

Generic

- The role holder has a responsibility to ensure they comply with BG policy in relation to safeguarding, health & safety, data protection and equality.
- Managers, including coaches, will be accountable to the Head of Department for making arrangements for safeguarding, health, safety and welfare of the people, activities, and projects that they supervise.

Role Requirements:

1. Knowledge, Skills and Expertise

This role requires the holder to:

- Have in-depth understanding and knowledge of contemporary high performance coaching techniques and be 'an expert' within their relevant discipline/area of expertise
- Know the importance of sports science and medicine input, knowing appropriateness and timing of interventions
- Be able to create a performance focused environment, as well as a balanced programme for gymnasts
- Have good planning, interpersonal and IT skills (Microsoft Office, Dartfish, BGs Individual Athlete Planning tools etc.) to produce reports and manage own administration
- Have up-to-date knowledge of all relevant child protection policies, medical referral pathways operated by British Gymnastics, and other legal/relevant responsibilities.

The role holder will be expected to maintain expert knowledge and understanding of the national and international gymnastics scene, and take responsibility for their own CPD.

2. People

This role does not require the holder to formally line manage colleagues, but does include the responsibility for sharing knowledge and developing coaches and gymnasts.

To be effective in the role the holder will be required to:

- Undertake appropriate HPC & club visits liaising closely with National & personal coaches as required by the HNC
- Provide input into the coach education process/legacy programme through the development of coach education resources and the delivery of regional coaching clinics
- Mentor a number of developing coaches.

3. Shaping Direction

This role requires the holder to:

- Contribute to the planning and delivery of all TOP Podium, Junior Squad and Performance Pathway Squad activity
- Deliver training plans/programmes developed in collaboration with the OPM, the HNC, Performance Pathway Manager (PPM) and EIS performance Support Staff as appropriate
- Prioritise work programmes/gymnast support
- Input into identified gymnast training and development programmes
- Monitor and report on personal and individual coach/gymnast performance and progression.

4. Developing Solutions

The role requires the holder to:

- Technically analyse, diagnose and provide solutions to problems/difficulties experienced by senior squad gymnasts and their personal coaches/clubs, as required and prioritised
- Think creatively about challenges that face the TRA Programme and offer solutions to the PD, OPM, HNC, NTC Chair & the National Junior Squad & Performance Pathway Coaches

5. Decision Making

This role requires the holder to review performance results, evaluate the effectiveness of training programmes and make appropriate/expert recommendations, and in conjunction with the PD/OPM/HNC refine/amend training and development programmes accordingly.

The role holder is required to work within a framework of reference and is not required to control a budget.

6. Communicating

This role requires the holder to communicate regularly and professionally with designated personal coaches, clubs and gymnasts; provide an appropriate/expert opinion on development, performance and progression; provide written documentation/reports/presentations detailing the outcomes and recommendations following senior squad activities and club visits; and positively promote British Gymnastics through all interactions with gymnasts, personal coaches, club officials, judges, and the media.