**Overview**

The 2020 Olympic Team Coaching staff for both marathon and pool swimming will be selected via the process outlined below. The process has been designed with early selection in mind to enable selected coaches to participate in a bespoke team coach development programme during 2019 and 2020 and to ensure key relationships are built with home coaches and athletes alike. Coaches are asked to note that all British Swimming appointments are subject to ratification by the British Olympic Association (BOA).

**Process**

1. Applications

Interested coaches will be able to submit an application from 1st August 2019 in response to the British Swimming Team Coaching principles detailed overleaf. Applications will need to be submitted on the attached application form. **The closing date for applications is close of business Thursday 19th September 2019** **and applicants shortlisted for interview will be notified by 25th September 2019**.

1. Interviews

These will comprise a formal panel interview and related task. Shortlisted candidates will be interviewed on **Thursday 3rd October 2019** at The Crowne Plaza Birmingham NEC, Pendigo Way, Birmingham, B40 1PS.

1. Selections

Following the interviews up to eight (8) Olympic Team Coaches will be selected, as follows:

* A maximum of five (5) coaches will be identified to receive the first full BOA accreditation allocations. Normally, this would comprise four (4) pool team coaches and one (1) marathon coach.
* The remaining group of Olympic Team Coaches will support the team in the run up to, and during the Games in a variety of coaching roles.
* It is anticipated that any further BOA coaching accreditation allocations will be allocated to an individual already identified in the group of eight (8) Olympic Team Coaches.
* In exceptional circumstances, an additional Olympic Team Coach may be added to the above group at the completion of the British Championships in April 2020.
1. Other Olympic team building and development activity:

Selected Olympic Team Coaches will be required to participate fully in British Swimming World Class national programme (including the series of Target Tokyo Workshops) and any compulsory BOA activity.

**BRITISH SWIMMING TEAM behaviours**

There are five (5) key principles to excellence in team coaching

which provide a framework for coaching behaviours

**Setting Direction**

Understand the big picture

Prioritise the things that make a difference

Clarity of purpose

Clarity of role, expectations, responsibilities

Effective decision making

Changing and improving

**Staying Connected**

Emotional intelligence

Don’t antagonise people

Dealing with the media

Team dynamics

Effective communication

Team out of the team

Equity and equality

**Engaging People**

Leading and communicating

Collaborating and partnering

Building capabilities

Building partnerships

Awareness of self

Awareness of others

**Delivering Results**

Promoting a performance culture

and environment

Consistent behaviour

Resilience

Focus on the process

Don’t over coach

**Credibility**

Technical/tactical knowledge

and expertise

Presence

Respect

Passion for learning

Self confidence and belief

Trust

**Olympic team coaches should**

**be able to consistently**

**demonstrate these behaviours**

**and provide evidence of how**

**they apply these principles in**

**the competition arena**

Please email your completed application to adam.clarke@swimming.org for receipt no later than close of business on Thursday 19th September 2019

**personal details**

|  |  |
| --- | --- |
| **Name** |  |
| **Address** | Click here to enter text. |
| **Email** | Click here to enter text. |
| **Telephone** | Click here to enter text. |
| **Current role** | Click here to enter text. |

**COACHING EXPERIENCE AND EXPERTISE:**

|  |  |
| --- | --- |
| **Coaching qualifications** (including the year achieved) | Box will expand automaticallyClick here to enter text. |
| **Please provide a brief summary of your coaching career. Focus on the last three (3) years and highlight your key team achievements, in particular at World or Olympic level:**Box will expand automaticallyClick here to enter text. |

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| --- |
| **Please provide a personal statement of no more than 750 words to answer the following question:*****Why do you want to be a British Olympic Team Coach?***(Please refer to the British Swimming Team Behaviours in your response) |
| Box will expand automatically |