

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE: Swimming GB - Head Coach
REPORTS TO: Performance Director
SALARY: Commensurate with skills and experience

JOB PURPOSE:

- To lead and develop technical performance standards for the Swimming GB World Class Performance Programme
- To lead the technical content and coach development methodology to support elite coach development in Great Britain

JOB LOCATION:

- Aquatics GB Performance Centre location – to be agreed
- The post-holder will also be expected to undertake domestic and international travel to fulfil the remit of the role

KEY RESPONSIBILITIES:

British Senior Team

- To lead a team of coaches at major events - Olympics, World Championships, European Championships, to enable successful performance outcomes for the British Senior Team
- In conjunction with the Performance Director, select coaches for participation on British National Senior Teams
- In conjunction with the Swimming Leadership Team design and implement effective selection policies for the British Senior Teams and the Swimming GB World Class Performance Programme
- Represent coaching on the Swimming GB Leadership Group when touring internationally with the British Team
- Design and implement an appropriate preparation programme for major events each summer (World/European Championships and Olympic Games)

Daily Training Environment

- Oversee a network of Swimming GB Performance Centres to enable high performing athletes to reach their full potential
- Line manage lead coaches in the performance centres to ensure athlete wellbeing is at the heart of their performance development. Manage a 'high-challenge, high-support' environment where athletes can thrive as people and high-performance athletes
- Develop and oversee an effective recruitment process with the Swimming GB Performance Pathway Lead to facilitate the 'right athlete, right environment' strategy
- Work collaboratively with the Associate Director Sport Science and Sports Medicine to enable effective functioning of each Performance Centre
- Participate in reviewing the Performance Centre delivery and structure to ensure it remains relevant and fit for purpose

Coaching

- Provide overall technical direction to elite coaches in the UK
- Represent coaches and coaching on Swimming GB's Leadership Team
- Oversee the Swimming GB Performance Pathway and set direction with coaches in conjunction with the Pathway Lead
- Actively participate in coach development activities to benefit elite coaching in Great Britain
- Mentor and provide individual performance coaching for identified coaches in Great Britain, in particular those in the Swimming GB Performance Centres, and also across key home nation performance centres

World Class Programme

- Effectively contribute to Swimming GB's Leadership Team
- Establish effective links with other countries, World Aquatics and European Aquatics to drive high performance and further enhance Aquatics GB's international reputation
- Create excellent working relationship with key partners in the Home Nations to drive high performance standards across Britain
- Provide technical expertise to innovation projects as and when required

General

- Comply with all Aquatic GB policies and procedures as set down by Aquatics GB and in particular policies relating to diversity, equity and inclusion and sustainability
- Maintain high standards of collaboration and communication, both within and outside the pool environment to ensure the Head Coach role remains respected as the senior coaching position in Great Britain
- In conjunction with the Performance Director, develop a personal development plan to enhance individual performance in the Swimming GB - Head Coach role

KEY INTERNAL AND EXTERNAL CONTACTS

- Performance Director and Senior Aquatics GB Colleagues
- Swimming GB Leadership Team
- Sport Science and Sports Medicine Support Staff
- Performance Centre Operators
- UK Sport
- Home Nation Performance Department Colleagues
- British Olympic Association

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in light of the changing needs of the World Class Programme and/or Aquatics GB.

PERSON SPECIFICATION

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Minimum UK Level 3 coaching qualification (or equivalent) or international equivalent 	<ul style="list-style-type: none"> High level formal elite coach training (such as UK Sport Elite Programme) or equivalent
Experience	<ul style="list-style-type: none"> Extensive experience as an on-deck swimming coach developing athletes towards Olympic level success Experience of effectively leading a multi-disciplinary support team to maximise individual athlete performance potential towards Olympic medal success Demonstrated track record of devising individualised training programmes to meet specific athlete requirements in Olympic swimming 	<ul style="list-style-type: none"> Demonstrated, successful track record delivering medals at Olympic and senior World level (long course) Experience of successfully leading or mentoring other coaches
Leadership Skills	<ul style="list-style-type: none"> Demonstrates a strong national team ethos and appreciation of the remit of a national governing body: national team priorities underpin the decision-making Excellent, detailed long-range planning, with evidence of use of structured processes to engage all key stakeholders Uses a structured, robust approach to all planning, monitoring and evaluation (athlete and programme) Works collaboratively and treat other team/staff member equitably to build effective partnerships both internal and external to Aquatics GB 	<ul style="list-style-type: none"> Ability to set strategic direction and lead the individual athlete planning process Uses communication skills to ensure messages are understood by different audiences/ people profiles Proven, exceptional persuasive/influencing skills to gain buy-in
Knowledge and Skills - Coaching	<ul style="list-style-type: none"> In depth knowledge of elite coaching philosophies and methodologies in swimming at Olympic and World Championship level 	<ul style="list-style-type: none"> Demonstrated ability to initiate positive changes and innovations for high performance

	<ul style="list-style-type: none"> • Evidence-based ability to provide flexible coaching, based on individual needs, responses and profiles • Demonstrated ability to focus on the analytical processes required to achieve Olympic success • Proven ability to coach elite swimmers in any stroke over any distance for potential Olympic success • Demonstrated ability to create a positive, collaborative environment among coaches 	<ul style="list-style-type: none"> • Ability to turn performance analysis into meaningful performance opportunities
Behaviours	<ul style="list-style-type: none"> • Sets challenging performance goals for self and athletes • Acts as a positive influence, promotes high standards and leads by example • As a member of a national team, fully adheres to the team ethos and all behaviours, acting as a strong role model for other coaches • A self-starter who contributes to a positively challenging and inspiring environment • Ability to find creative, innovative solutions to performance obstacles • Checks understanding and is attentive to others 	<ul style="list-style-type: none"> • Demonstrates strong resilience and ability to handle emotions under pressure • Pushes own knowledge of coaching systems, ideas and methodologies and knowledge from other sports and nations

