

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE:	Performance Centre Coach – Diving (Sheffield)
REPORTS TO:	Performance Centre Lead Coach – Diving (Sheffield)
SALARY:	£40,000 - £50,000 per annum (salary dependent on experience)

CONTEXT:

Aquatics GB (AGB) Performance Centres provide world class, daily training environments for permanent athlete groups as part of its World Class Programme (WCP). The centres also support non-WCP English athletes as part of an aligned pathway. As such, this role as a co-funded position in partnership with Swim England.

The Centres also function as key 'performance hubs' for national programme-wide activity and a focal point for the provision of key science and medicine and rehabilitation services for athletes.

Athletes training in decentralised locations access some sports science, medicine and performance lifestyle support from performance hubs in addition to regular planning and reviews focussed around these centres.

The ethos and environment at the performance centres will reflect the established WCP team culture and team behaviours.

The Sheffield Performance Centre is based at the Ponds Forge International Sports Centre and is planned to go through a significant facilities project to provide world class dryland facilities to rival the excellent pool offering. There is a strong cohort of both WCP and non-WCP pathway divers based at the Sheffield Performance Centre with a consistent history of producing World and Olympic medallists.

The Centre will develop as a knowledge-hub of best practice to be shared throughout the aquatics pathway.

JOB PURPOSE:

- Provide world-class standard coaching to an identified group of both WCP and non-WCP Performance Centre divers at the Sheffield Performance Centre, to ensure success on the international stage.
- Work collaboratively with the Performance Centre Lead Coach and Everyone Active employed coaches, to ensure that the programme is fully aligned to deliver transition from junior to senior success
- Support the Performance Centre Lead coach to embed and develop a high-performance culture at the performance centre, championing a winning well ethos and positive coaching behaviours across all programme activity

JOB LOCATION:

- The normal place of work will be the Sheffield Performance Centre at the Ponds Forge international sports centre
 - The role will involve necessary travel to fulfil the role to the satisfaction of AGB and will need to work unsocial hours. The role will include evening and weekend work plus travelling with overnight stays, within the UK and overseas
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KEY RESPONSIBILITIES:**Coaching**

- Deliver world class, individualised coaching to an identified group of divers based at the centre, including devising individual athlete plans, setting and agreeing performance targets and athlete process goals
- Work with the Performance Centre Lead Coach and Everyone Active coaches to provide a flexible delivery model to meet the needs of all performance divers in the centre
- Be the lead for each athlete's support team of staff to ensure a completely holistic approach to athlete progression, to drive innovation and to maximise performance gains
- Be a coach for national teams both domestically and internationally for all identified activities (competitions, camps and other events)
- Work with other coaches and Sports Science Sports Medicine staff to drive technical improvements within the Sheffield Performance Centre diver cohort
- Work collaboratively with coaches at the Sheffield, London and Edinburgh Performance Centres to drive forward the standard of coaching in Britain
- World class application of acrobatic and specific conditioning for WCP divers
- Provide coaching mentoring and contribute to the dissemination of coaching knowledge as required to support both AGB and Swim England performance requirements

Leadership

- Work closely with the Everyone Active Diving Manager to ensure Swim England performance indicators are met
- Actively promote and continue to develop a strong team ethos across the WCP and wider diver cohort, championing the programme's established key coaching behaviours
- Promote an open and innovative learning environment for all staff and athletes at the centre, providing technical input and guidance, working collaboratively to find innovative solutions for performance gains and driving holistic athlete development
- Drive own technical and coaching knowledge to consistently be at the forefront of diving, as a world-leading coach
- Ensure tracking and monitoring of training load is championed and embedded within the centre

- Contribute to a positive relationship with Everyone Active and Sheffield City Council to ensure best outcomes are achieved for the performance centre

General

- Undertake any other duties as required by the GB Head Coach Diving
- Play a full and active role as a member of the WCP
- Drive own performance development plan, actively identifying new areas for learning and committing to a culture of continual improvement
- Maintain own continued professional development programme and complete appraisal and revalidation
- DBS check required
- Comply with all Aquatics GB policies and procedures set down by Aquatics GB and in particular those relating to diversity, equity and inclusion and sustainability

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 2 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 coach including Olympic and World level divers 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 Diving An appreciation of the application of sports science and medicine disciplines specific to elite diving requirements Demonstrated experience of leading other coaches in a high-performance environment 	<ul style="list-style-type: none"> Experience as a coach at World Championships and Olympic Games
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 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 treats other team/staff member equitably to build effective partnerships both internal and external to AGB 	<ul style="list-style-type: none"> Ability to lead the individual athlete planning process

	<ul style="list-style-type: none"> • Uses communication skills to ensure messages are understood by different audiences/people profiles 	
Knowledge and Skills - Coaching	<ul style="list-style-type: none"> • In depth knowledge of elite coaching philosophies and methodologies in Olympic Diving • 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 Divers on all boards • Demonstrated ability to create a positive, collaborative environment among coaches • Demonstrated expertise in the design and implementation of specific dryland activities for elite diving including harness work 	<ul style="list-style-type: none"> • Demonstrated ability to initiate positive changes and innovations for high performance
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 • Proactively contributes to a positively challenging and inspiring environment • Ability to find creative, innovative solutions to performance obstacles 	<ul style="list-style-type: none"> • Demonstrates strong resilience and ability to handles emotions under pressure • Pushes own knowledge of coaching systems, ideas and methodologies and knowledge from other sports and nations

	<ul style="list-style-type: none"> • Checks understanding attentive to others and interprets correctly • Seeks 'best practice' approach to all elements of the programme • Excellent planning and organisational management skills • Commitment to own development plan • Sets high goals/establishes stretch goals for personal, accomplishment 	
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