

JOB DESCRIPTION

JOB TITLE:	Assistant Talent Pathway Manager (ATPM)
RESPONSIBLE TO:	Talent Pathway Manager (TPM)
MEMBER OF:	Talent Pathway Team
TYPE OF CONTRACT:	Part-Time Contracted Days – Up to 100 days per annum
SALARY:	£175 per day
LOCATION:	Elite Training Centre, Leon Paul, Hendon NB: The successful candidate will be expected to undertake such travel as is necessary to fulfil the duties of the job including attendance at designated Talent Development Centres.

JOB PURPOSE

Reporting to the Talent Pathway Manager (TPM), the Assistant Talent Pathway Manager will support the Talent Pathway Manager with the development of a six weapon talent pathway. The APTM will also work with the Coaching Development Manager and Talent Coaches to ensure all Talent Coaches and personal coaches attending the talent programme are provided with appropriate development opportunities.

They will contribute to the achievement of the Talent Pathway aims, objectives and targets through the following:

- Operate as a member of the Talent Pathway Team ensuring that the aims and objectives of the Programme, as agreed with Sport England, are met;
- Develop a Talent Pathway resource library to include a Talent Pathway guide for parents, athletes and personal coaches as well as other crucial documentation (e.g. session plans, athlete profiles and coach development plan templates);
- Work with the TPM and Talent Coaches to embed and cascade the learnings and culture from Fencing's 'What it takes to Win' model, down the whole Talent Pathway;
- Work with the Coaching Development Manager to ensure all talent coaches and personal coaches attending the talent programme have appropriate development opportunities supported by individual development plans;

- Support talent coaches with the development, implementation of individualised training and competition plans for each identified athlete at Performance Foundation level. This will include documenting training plans and athlete information;
 - Work in a collaborative way with talent coaches, to support the development of training and competition plans for all athletes on the Talent Pathway.
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KEY RESPONSIBILITIES

1. Talent Pathway Plan and Team

- Work closely and effectively with the TPM and Talent Coaches to further the overall development of the Talent Pathway.
- Lead on the documentation of Talent Pathway activity. This is to include developing a Talent Pathway resource library to include a guide for parents, athletes and personal coaches and a record of all Talent Pathway sessions.
- Working closely with the TPM, contribute to the design and implementation of multidisciplinary athlete profiles which accurately identify and confirm a fencer's future performance potential at different stages on the Pathway.
- Support the Talent Pathway culture and values across the whole Pathway to help grow an environment of continuous improvement which will develop independent, robust and resilient athletes.
- Collaborate with and provide guidance and support to Talent Coaches and personal coaches working with Talent Pathway athletes in their home environment. This will include producing a guide for personal coaches to the talent pathway.
- Make a positive contribution to the Talent Pathway Team ensuring the aims and objectives of the plan are achieved and providing regular and feedback to the TPM as part of this accountability.
- Act as positive ambassador for British Fencing and the Talent Pathway at all times, promoting and upholding the Programme values of Honesty, Respect, Excellence, Teamwork and Professionalism.
- Conduct other duties as directed by the TPM.

2. Coach development

- Support the TPM and Coach Development Manager to create individual development plans for all talent coaches and personal coaches within the talent programme.
- Assist the TPM and Coach Development Manager to provide a range of training and development opportunities for coaches that support their development in the talent and performance areas.

3. Performance Foundations

- Assist the talent coaches with the coaching and preparation of performance foundation athletes nominated as part of the Performance Foundations level, ensuring adherence to training and competition plans which is continually monitored against agreed targets using relevant data to ensure that potential is maximised.
- Input, as appropriate, in to individual annual performance reviews of athletes on the Performance Foundations level.

4. Talent Development Centres

- In collaboration with TDC and personal coaches, ensure that each athlete on the pathway has an integrated individual athlete performance plan which is continually monitored against agreed targets using relevant data to ensure that potential is maximised.
- Input, as appropriate, in to individual annual performance reviews for athletes on the Talent Pathway.
- Support the TDC Coaches in cascading the Talent Pathway culture and values to athletes at the start of the Pathway and training in TDCs.

5. Talent Identification and Confirmation

- Work in partnership with the Talent Pathway Team, Sport England and UK Sport to develop and validate fencing-specific talent profiles.
- Support the implementation of a national talent system that proactively locates and flags emerging talent for the Talent Pathway and objectively describes and quantifies the characteristics against talent profiles.

PERSON SPECIFICATION

Qualifications

- British Fencing (or equivalent foreign) Level 3 (or above) coaching qualification.
- Degree or other equivalent experience (desirable).

Experience

- High technical and tactical coaching standard with the ability to adapt to the fencing style of individual athletes and able to identify strengths and weaknesses both in a training and competition environment.
- Experience of supporting coaches to develop both through formal and informal methods.
- Proven experience of coaching junior and developing athletes.
- Demonstrable experience in planning, organising and implementing a comprehensive performance training programme for athletes.
- Verifiable record of working within a multidisciplinary team in the delivery of support services to emerging and/or elite level athletes.
- A proven ability to communicate complex information, orally and in writing, in terms that are easily understood by a range of audiences and stakeholders.

Knowledge

- Knowledge of leading trends in coaching, including coaching science, practices and the appropriate application of leading technology tools and technology within a high performance pathway programme.
- Technical fencing knowledge of both individual and team principles, including techniques, tactics, coaching trends and international developments.
- An understanding of coaching pedagogy and how coaching behaviour and practice can support learning across periodised programmes at each stage of an athletes development.
- A thorough technical understanding of the wider principles that underpin effective Talent Identification, Confirmation and Development across sport and how these are delivered within a fencing performance environment.

Skills and Abilities

- Ability to lead and inspire others to achieve goals.
- Excellent problem solving and decision-making skills.

- A creative thinker with the tenacity and confidence to see things through to implementation and completion.
- Excellent written communication.
- An ability to work under pressure, and to balance conflicting demands and meet tight deadlines.
- Proven use of IT systems and high level of competency in the use of MS Office to include Word, Excel, and PowerPoint.

Personal Disposition

- A high level of empathy and emotional intelligence.
- Personal commitment to continuous professional development.
- Ability to thrive in an environment of irregular and long hours, and capacity to travel domestically and possibly overseas for identified periods.
- Exceptional interpersonal skills such as the ability to influence, persuade and manage individual differences and group dynamics.
- Demonstrates great judgment, diplomacy and creative approaches to challenge traditional practices and assumptions and provide evidenced based solutions.
- Uses appropriate techniques and communication strategies to gain acceptance of ideas and plans.
- Strong desire to excel at whatever task is at hand, seeking to achieve world-class levels of professionalism and quality standards.
- Uses appropriate team working methods and a flexible interpersonal style to help build collaborative working relationships.
- Personal integrity and the ability to invoke trust and respect from others.
- Team player.