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## **JOB DESCRIPTION**

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<b>JOB TITLE:</b>	Talent Coach
<b>RESPONSIBLE TO:</b>	Talent Pathway Manager (TPM)
<b>MEMBER OF:</b>	Talent Pathway Team
<b>TYPE OF CONTRACT:</b>	Contracted Days
<b>SALARY:</b>	£150 per day + expenses
<b>LOCATION:</b>	As agreed (talent pathway camps, training development centres and international competitions).

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## **JOB PURPOSE**

Reporting to the Talent Pathway Manager (TPM), the Talent Coach will support the Talent Pathway Coach (TPC) in delivering the British Fencing Talent Pathway. This includes Talent Development Centres (TDCs), Talent training camps and the Award in Sporting Excellence programme (previously AASE). The main purpose of the post is to deliver high standard coaching to athletes in conjunction with their personal coaches.

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

- Work with other Talent Coaches (TCs), TPCs and the TPM to deliver consistent high quality fencing sessions as part of the British Fencing Talent Pathway
  - Work with the TPM, TPCs and TCs to embed and cascade the learnings and culture from Fencing's 'What it takes to Win' model, down the whole Talent Pathway;
  - Work in a collaborative way with the TPCs and personal coaches, to support the development of training and competition plans for all athletes on the Talent Pathway.
  - Work closely with the other TCs and TPCs to ensure that all sessions delivered contribute to a consistent Talent experience for the athletes involved
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The key responsibilities below will vary depending on the specific work being undertaken.

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## **KEY RESPONSIBILITIES**

### **1. Talent Pathway Plan and Team**

- Deliver high quality fencing sessions based on the talent pathway principles and athlete profiles developed by the talent pathway team.
- Work closely and effectively with the TPM, TPCs and Talent Coaches to further the overall development of the Talent Pathway.
- 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 personal coaches working with Talent Pathway athletes in their home environment.
- Provide regular communication to athletes and coaches at a TDC and club level, to ensure that the Talent Pathway messages are being disseminated.
- Make a positive contribution to the Talent Pathway Team ensuring the aims and objectives of the Plan are achieved and providing regular 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.
- Work within and enforce the British Fencing Code of Conduct.
- Conduct other duties as directed by the TPM.

### **2. Talent Development Centres**

- In collaboration with TPC 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, to individual annual performance reviews for athletes on the Talent Pathway.
- Cascade the Talent Pathway culture and values to athletes at the start of the Pathway and training in TDCs.

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## PERSON SPECIFICATION

### Qualifications

- British Fencing (or equivalent foreign) level 3 coaching qualification or above.

### Experience

- High technical and tactical coaching standard with the ability to adapt to the fencing style of individual athletes and be able to identify strengths and weaknesses both in a training and competition environment.
- Proven experience of coaching and developing junior athletes at the highest level.
- Demonstrable experience in planning, organising and implementing a comprehensive high performance training programme.
- 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

- Technical fencing knowledge, including techniques, tactics, coaching trends and international developments.
- 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.
- An understanding of coaching pedagogy and how coaching behaviour and practice can support learning across periodised programmes at each stage of an athlete's 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.
- Ability to adapt coaching style to create the right experience for the athletes involved.

- Proven use of IT systems and high level of competency in the use of MS Office, Excel, Access and power point.

### **Personal Disposition**

- Personal commitment to continuous professional development.
- 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.