



JOB DESCRIPTION & PERSON SPECIFICATION

JOB TITLE:	Support Coach, Olympic Swimming, Bath/ Loughborough Performance Centre (1 position in each centre)
TERM:	Fixed-term contract, October 2022 – September 2024
REPORTS TO:	National Lead Coach Bath/Loughborough Performance Centre, Olympic Swimming
SALARY:	£25,000 per annum

CONTEXT

The Bath and Loughborough Performance Centres are the Olympic Swimming centres in the British Swimming network of aquatics performance centres across the country.

The performance centres provide world class training environments for resident athlete groups. The centres are also 'performance hubs' for national programme activity and where athletes training in other locations can access some sports science, medicine and performance lifestyle support.

The environment at Bath and Loughborough Performance Centres are overseen by the centre's National Lead Coach and the ethos reflects the established British Swimming team culture and team behaviours.

ROLE

The Support Coach post is a fixed-term position that is designed to give the post-holder practical on-deck developmental experience whilst providing coaching and task-based sports science delivery in a high-performance swimming environment. The post will also be supported by a development programme, in addition to practical exposure in daily training.

Delivery of the role will be split in terms of time approximately 75:25% coaching and sports science respectively and will support both coaching groups in the centre.

The aim of this position is to develop an individual's coaching skills, expertise and sports science competencies to be well equipped to take up a future senior coaching role in the club and/or NGB environment in Britain.



JOB PURPOSE

- To provide assistance to the Performance Centre coaching and Sport Science team with the technical and operational delivery of the British Swimming Performance Centre programme
- To develop coaching skills and build practical experience of coaching world class athletes
- To develop identified Sports Science skills and build practical experience of delivery to world class athletes
- As a British Swimming-employed coach, espouse the WCSP programme's culture, ethos and behaviours

JOB LOCATION

- The normal place of work will be your designated performance centre (Loughborough/Bath)
- Domestic (and international) travel undertaken, as required

KEY RESPONSIBILITIES

Assist the Performance Centre Team in the following areas:

General

- In creating a World Class daily training environment for swimmers within the centre
- In ensuring that all athletes at the centre have an Annual Performance Plan in place
- By leading identified projects to further the performance knowledge of the PC team
- By actively contributing to all key PC meetings

Coaching

- With the day-to-day coaching of the swimmers within the Centre
- With the preparation of athletes for the British Championships and the British Summer Championships
- With the coordination (and coaching where needed) of athletes visiting the PC for any hub or national based activity such as Individual Athlete Planning related work, Head2Heads, National team camps



Sports Science

- Building successful relationships with Sport Science and Sports Medicine staff to ensure that PC athletes are meeting required standards and achieving performance goals
- Delivering identified Sports Science tasks, as identified by the Head of Physical Performance and the PC coach, which include:
 - Setting up and running the HR monitoring system
 - Setting up and running the Triton monitoring system
 - Recording lactates for identified sessions
 - Running identified test sets
 - Supervising identified land preparation sessions

Administration

- Assisting with the formation of weekly coach training plans
- Recording and collating training tracking data for all athletes at the Performance Centre
- Compiling race entry data and administration for domestic meets
- Taking notes and disseminating for identified meetings
- Working with the Operations team on camp/competition planning
- Liaising with the British Swimming Performance Centres & IAP staff for operational support

World Class Programme

- Undertake assigned national programme and/or event responsibilities as required by the GB Head Coach or Head of Performance Development, and specific project work as and when required
- Work with the Head of Performance Development to agree and deliver an individualised performance development plan, actively identifying new areas for learning and committing to a culture of continuous improvement
- Will be required to work with persons under 18 years of age (DBS check required)
- Comply with all British Swimming policies and procedures as set down by British Swimming and particular policies relating to equality, diversity and inclusion

This job description is not to be regarded as exclusive or exhaustive. It is intended as an indicator of areas of responsibilities and will be amended in light of the changing needs of the World Class Swimming Programme and/or British Swimming.

PERSON SPECIFICATION

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> A minimum of ASA Level 2 Qualification (or equivalent) in Coaching Commitment to achieving Level 3 Coaching Qualification 	<ul style="list-style-type: none"> Graduate level aptitude or Further Education qualification to degree level Vocational or academic Sports Science experience
Experience	<ul style="list-style-type: none"> Experience of coaching in a club environment Experience of working with senior swimmers (over 18 years) Experience of working in a team environment 	
Skills, Competencies	<ul style="list-style-type: none"> Ability to work effectively as part of a team and on own initiative Good organisational and time management skills Enthusiastic about world class swimming Ability to learn quickly and adapt to new procedures Ability to proactively identify opportunities for improvement. Actively identifies new areas for learning; regularly creating and taking advantage of learning opportunities; using newly gained knowledge and skill on the job Able to provide timely and appropriate feedback on performance Ability to establish good interpersonal relationships Effective communication skills, written and verbal Flexible approach to work and continuing professional development 	
Behaviours	<ul style="list-style-type: none"> Sets challenging performance goals for self and athletes 	<ul style="list-style-type: none"> Demonstrates strong resilience and ability to handle emotions under pressure



Criteria	Essential	Desirable
	<ul style="list-style-type: none">• 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,• A self-starter who contributes to a positively challenging and inspiring environment• Checks understanding and is attentive to others	

