

# **British Handball**

## **Job Description**

### **Head Coach GB Under-20 Men**

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<b>Reports To:</b>	Performance Group, British Handball Association
<b>Responsible For:</b>	Under-20 Men's Assistant Coach
<b>Job Based:</b>	Mobile as extensive travel will be required to travel to camps and competitions with the GB Under-18 Squad.
<b>Budget Responsibility:</b>	Under-20 Men's training camp and competitions budget

#### **Overall Purpose of the Job:**

- To lead the development of a high performance training and competitions programme to participate in the 2020 and 2022 U20 European Championships and IHF Trophy
- To search for, select, develop and maximise the potential of the GB age group players and to increase the number of players reaching the very highest levels of international performance as evidenced by results in milestone events
- To design and implement high quality training and competition programmes with the ultimate aim of peak performances at multi nation, European Championship and World Championship age group events
- To work closely with all support partners to implement a multi-dimensional support programme incorporating selected experts in the delivery of sports science and medical support, ensuring the needs of players and coaches are met

#### **Key Responsibilities**

- To design and implement high quality periodised training and competition programmes for selected players
- To connect with other countries and clubs to resource, design and implement a goal orientated competition programme for selected players
- To prioritise resources towards achieving competition results and other agreed performance targets. To set high performance standards to ensure adherence to British Handball expectations
- To act as lead coach for the Great Britain Under-18 Men's team at major championships and to be involved in management and selection functions
- To assist in the development of fair, transparent and effectively communicated athlete selection policies and appeals procedures
- To work with players to ensure that every nominated player has an individual development plan and receives regular performance feedback

- To work closely with the Performance Group to disseminate and cascade technical and tactical coaching information to British Handball and Home Nation associations of England and Scotland to ensure that there is the development of high performance coaching in the UK
- To monitor success and compliance with the requirements of British Handball
- To report regularly to the Performance Group and to assist in the preparation and submission of reports, plans and budgets as required during the funding cycle
- To understand, input to and respect the defined criteria/process of the GB Men's Handball Blueprint
- To develop strong and effective working relationships with key external stakeholders (Sport Councils, Institutes of Sport, British Olympic Association, etc.) where appropriate

The post holder will share with all colleagues the responsibility:

- For making suggestions to improve the working situation and contribute to positive employee relations within their area of work and within British Handball as a whole
- To help develop and maintain a successful image and profile for British Handball both within the UK and worldwide and to contribute to communication activity – including media briefings and the publishing of performance activity within the sport
- To co-operate with measures introduced to ensure there is equality of opportunity in employment and sports equity and, in addition, for post holders with a management responsibility, to encourage their staff to ensure that they comply with all aspects of equal opportunities legislation in employment and sports equity policies and practices
- For ensuring that the working environment is free of sexual and racial harassment and intimidation and any other form of harassment constituting unacceptable behaviour which is personally offensive
- To comply with all aspects of the Health and Safety Policy and Arrangements and, in addition, for post holders with a management responsibility, to encourage their staff to ensure that they also comply with all aspects of these arrangements
- To comply with all aspects of any codes of conduct that might apply under the GB programme

## **Personal Profile**

The personal profile is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to prepare the job advert and will be used in the short listing and interview process.

- Inspirational leader who is acknowledged by players and coaches as having expert knowledge and credibility
- It is desirable that the candidate has had previous experience in creating a handball programme that delivers results in an International environment. Must in any case be experienced in the creation and development of high performance handball programmes

- At least four years' experience of an international programme, ideally age group teams, and/or a high-level club
- Experienced and effective in people management, with the ability to implement innovative ideas and influence player and coach support programmes
- Understands how individual players are motivated and can vary approaches to develop the very best performance and to bring the best out of existing talent
- Able to make behavioural change to have a positive impact on performance. Is capable of instilling discipline, is decisive and willing to take full responsibility for results
- Holds a minimum of a Level 2 handball coaching qualification, with a commitment to gaining further qualifications
- Able to communicate fluently in English both written and verbally, with the ability to communicate complex data in terms that are easily understood by a wide range of audiences
- Demonstrable problem solving and decision making skills with the ability to plan and set clear and meaningful targets. Demonstrable technical ability with skill in performance analysis
- Skilled in fostering productive relationships with high performance staff and personal coaches, able to encourage creativity and contribution from others. Able to work effectively with colleagues both within handball and from other organisations
- Ability to undertake management of staff to ensure their effective operation, work allocation and discipline. Able to work under pressure, balancing conflicting demands and tight deadlines
- Committed to continuous personal and organisational improvement
- Conveys an image that is consistent with British Handball values, demonstrating qualities, traits and demeanour that command respect
- Shows integrity and is fair, equitable and ethical in approach. Protects confidential information, adheres to policies and demonstrates loyalty to British Handball and the high performance team
- Willing to work irregular hours and travel extensively with overnight stays and weekend work
- An ability to be a regular presence at English and Scottish domestic handball activities and BHA meetings and events

### **Employment Details and Benefits**

**Job Title:** Under-20 Men's Head Coach, Great Britain Handball Programme

**Starting Salary:** This is a non-salaried position (Expenses may be paid)

**Place of Work:** The post is based on delivery at GB Under-20 Men's camps and competitions with an expectation of regular communication with foreign based GB players in their club setting where relevant.

**Tenure:** This job will be offered on a fixed term basis, subject to annual reviews, until the 2022 U20 European Championship and IHF Trophy competitions

**Period of Notice:** 3 months

**Hours of Work:** Your normal hours of work are those hours necessary to fulfil the requirements of your position to the satisfaction of the British Handball Association and for delivery at camps and competitions

**Applications:** If you are interested to apply for this post please send a covering letter outlining your experience and skills for the job along with a current CV to [office@britishhandball.com](mailto:office@britishhandball.com)

**Closing date:** 2 November 2018

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