

The ASA

Role Description

ROLE TITLE:	Regional Squad Head Coach
REPORTING TO:	Talent Officer
DIRECT RESPONSIBILITY FOR:	Regional squad support staff
SALARY:	Voluntary role - Expenses only
CONTRACT TYPE:	Fixed Term Contract – 2 year cycle

ROLE PURPOSE

- To lead a player-centred regional performance programme that aims to create a quality training environment in line with the ASA technical standards and protocols in order to increase the number of players capable of moving into the next stages of the water polo performance pathway.

KEY RESPONSIBILITIES

- To develop close and effective working relationships throughout the talent pathway including; Club Coaches, other Regional Head Coaches and National Coaches to deliver a consistent programme philosophy including talent identification, recruitment, selection and participation policies and technical preparation programmes.
- To deliver a high quality monthly training programme, as per national plans, for selected players aimed at individual player development including, technical, tactical, physical and mental elements liaising closely with other delivery partners including National Coaches and clubs of origin.
- To continually review players' progress via quarterly completion of athlete reports against individual player profiles, liaising closely with other delivery partners including National Coaches and clubs of origin.
- To liaise with the ASA and Regional Water Polo Boards to appoint and manage Regional Squad support staff.
- To report regularly to the ASA and Regional Water Polo Boards and to assist in the preparation and timely submission of reports and plans as required.
- To act as lead representative for the Regional Squad programme at Regional Squad Competitions and to be involved in management and selection functions.
- To ensure that the welfare of athletes remains paramount and that the appropriate pastoral care is provided for at training sessions and competitions.
- To attend key ASA Talent Development events as necessary, including the National Academy.
- To complete a programme of continued professional development in line with ASA Performance Pathway coach requirements, maintaining a level of expertise expected of regional coaches.
- Maintain immaculate coaching standards of behaviour working within the guidelines of the ASA Code of Conduct and Child Safeguarding Policy.
- Any other duties of a similar nature as directed by the Talent Officer or Regional Water Polo Board.

This role description is not exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the performance pathway.

PERSONAL SPECIFICATION

	Essential	Desirable
Qualifications		
UKCC Level 2 Coaching Water Polo (or an equivalent international qualification) with a commitment to achieving Level 3 Coaching Water Polo	E	
A degree in a sport-related area		D
Experience		
Proven track record of leading and delivering a performance club programme	E	
Experience of delivering coaching to young talented players	E	
Has previously attended regional competitions in a coaching and/or playing capacity	E	
Experience of leading a small staff including coaches, team managers and science/medicine support		D
Experience of providing pastoral care to young people		D
Knowledge		
Knowledge of the factors affecting the long term athlete development (LTAD)	E	
Knowledge of the ASA Coach Development programme	E	
Knowledge of the water polo performance pathway and understanding of player profiling	E	
Knowledge of sports science/medicine disciplines and the contribution to enhancing performance	E	
Knowledge of sports agencies and stakeholders that contribute to the provision of water polo in the UK and Internationally (UK Sport, Sport England, TASS, AASE, ASA, LEN, FINA etc.)		D
Understanding of World and UK anti-doping regulations and role of 100% ME		D
Skills		
An ability to identify opportunities, plan, initiate and manage actions, monitor and evaluate progress, redirect future actions	E	
Meticulous in approach with high standards particularly when working under pressure	E	
Ability to self-organise, manage time, prioritise work and meet deadlines	E	
Strong inter-personal and verbal/ written communication skills including conflict resolution skills.	E	
Computer literate in Microsoft Office (Word, Excel, Access, PowerPoint) and Outlook		D
Knowledge of computer based statistical and performance analysis systems for water polo e.g. dartfish		D
Personal Qualities		
Integrity and honesty. Committed, self starter, enthusiastic and motivated	E	
Committed to continuous personal and organisational improvement	E	
Willing to work irregular hours and travel within the UK, with overnight stays and weekend work as need dictates	E	
Willingness and desire to entertain new ideas, seize opportunities, accept and encourage constructive challenges		D

As a voluntary role all expenses incurred with the Regional Squads Programme, as authorised by either the Talent Officer or the Regional Water Polo Board, will be paid as per the volunteer expenses policy. The volunteer policy can be found on www.swimming.org

The ASA has an equity policy and is committed to equal opportunities. The equity policy can be found on www.swimming.org

The ASA is committed to best practice in the care of children and as such this post will be subject to a Disclosure & Barring Services check. The ASA Child Safeguarding Policy can be found on www.swimming.org