

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE:	Aquatics GB Performance Centre Assistant Coach, Swimming (Manchester)
REPORTS TO:	Aquatics GB Performance Centre Lead Coach - Swimming
SALARY:	£40,000 - £45,000 per annum (salary dependent on experience)

CONTEXT

The Bath, Manchester, Loughborough swimming performance centres form part of the Aquatics GB (AGB) 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 coaching, sports science, medicine and performance lifestyle support.

The performance environments at the AGB performance centres are overseen by the Performance Centre Lead Coach and the ethos reflects the established AGB team culture and team behaviours.

ROLE

The AGB Performance Centre Assistant Coach post will ensure coaching provision in the daily training environment appropriately supports the aspirations of the athletes and centre.

This role will support all Olympic swimming athletes based in the centre plus any visiting World Class programme (WCP) athletes as directed by the Performance Centre Lead Coach and AGB Head Swimming Coach along with broader Centre responsibilities.

The aim of this position is to ensure optimal coaching provision is provided within the daily training environment. Furthermore, the continuous development of the individuals coaching skills, expertise and holistic competencies to take up future senior coaching roles in either AGB or a senior club or national governing body environment in Britain.

JOB PURPOSE

- Add value to the performance centre coaching and sport science team with the technical and operational delivery of the AGB performance centre programme
- Continue developing world class coaching and personal leadership skills along with enhancing practical experience of progressing world class athletes to senior success on the world stage

- Develop to or assume direct responsibility for group/cohort of athletes as 'point of contact' at the discretion of the Performance Centre Lead Coach - focus on athlete management, planning, periodization
- Provide flexible, high-level independent coaching support within the performance centre and at national events as assigned/agreed by the Performance Centre Lead Coach and/or the GB Swimming Head Coach
- As an AGB-employed coach, advocating the WCP's culture, ethos and behaviours

JOB LOCATION:

- The normal place of work will be Manchester Performance Centre
 - The role will involve necessary travel to fulfil the role to the satisfaction of AGB and will need to work unsocial hours. The role will include evening and weekend work plus travelling with overnight stays, within the UK and overseas
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KEY RESPONSIBILITIES:

Assist the Performance Centre team in the following areas:

Coaching

- Planning and delivery in the day-to-day high-level coaching of the swimmers within the Centre
- Annual and multi year preparation of athletes for the key domestic and international competitions
- With the coordination and coaching where needed of athletes visiting the performance centre for any hub or national based activity such as cycle reviews, national programme camps etc
- Manage administrative recruitment strategies as directed by the Performance Centre Lead Coach - in line with AGB principles of R.A.R.E policy, to promote positively the performance centre environments
- Lead responsibility for accurately recording longitudinal tracking of training, for all athletes within the performance centre, in line with AGB alignment strategy
- Work alongside key stakeholders in the Manchester strategic partnership - CoMAST, Manchester Metropolitan University, University of Manchester and Swim England to create and develop Manchester as a leading centre for both high performance and performance development, creating a seamless pathway for athletes

- Build relationships with CoMAST to ensure a progressive and aligned vision for competitive swimming in the City 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
- MDT notes and disseminating of meetings as required
- Working with the central operations team on camp/competition planning

World Class Programme

- Undertake assigned national programme and/or event responsibilities as required by the GB Swimming Head Coach and/or Performance Pathway Lead Swimming, and specific project work as and when required
- Work with the swimming leadership team (SLT) members to agree and deliver an individualised performance development plan, actively identifying new areas for learning and committing to a culture of continuous improvement

General

- Assist with creating a world class daily training environment for swimmers within the centre
- Commitment to personal development
- Ensure that all athletes at the centre have an individualised annual performance plan (Individual Athlete Plan) in place
- Lead identified or create projects to further the performance knowledge of the Performance Centre team
- Effectively contribute to all key athlete performance centre multi-disciplinary and team meetings
- Other duties as determined by the performance centre Lead Coach and/or the GB Swimming Head Coach
- DBS check required
- Comply with all AGB policies and procedures as set down by AGB and particular policies relating to diversity, equity and inclusion and sustainability

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in light of the changing needs of the World Class Programme and/or Aquatics GB.

PERSON SPECIFICATION

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Level 3 Coaching Qualification (or equivalent) 	<ul style="list-style-type: none"> Graduate level aptitude or Further Education qualification to degree level or equivalent Vocational or academic Sports Science experience
Experience	<ul style="list-style-type: none"> Experience of head coaching in club or similar environments Experience of holistic and progressive athlete development Experience of working in a team environment 	<ul style="list-style-type: none"> Experience of working with senior athletes
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 	

Criteria	Essential	Desirable
Behaviours	<ul style="list-style-type: none"> • Sets challenging performance goals for self and athletes • 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 	<ul style="list-style-type: none"> • Demonstrates strong resilience and ability to handle emotions under pressure

