## Role Title
Lead Pathway Coach

## Department
Performance & Pathway

## Location
Pentathlon GB, Sports Training Village, University of Bath, BA2 7AY

## Working Pattern
35 hours per week with weekend and international travel

## Salary
£32,500-37,500 per annum depending on experience

### Job Purpose
Responsibility for developing the next generation of Senior athletes into the World Class Programme – driving the finishing school to convert talent into future World Class potential

- Lead the coaching programme for our TASS and Youth programmes, delivering a holistic approach to athlete development
- Ensure alignment of our pathway curriculum to link Podium and Under 17 activities
- Provide the direction and the plan for named athletes and provide technical leadership to pathway coaches (part-time) operating at Youth level orientated around a clear performance destination.
- This role will play a key part in the identification of talented athletes through and into our pathway, transitioning or guesting athletes into the National Training Centre in Bath where appropriate.

### Key Responsibilities & Accountabilities
- Provide proactive, solution-based and innovative coaching for NTC based athletes (TASS group) through regular exposure to high quality training / competition practices, whilst developing a culture of excellence so that they can realise every opportunity to maximize their potential.
- Ensure, in partnership with all pathway and coaching staff that the right quality and quantity of athletes are entering the pathway and being nominated for inclusion to the World Class Programme
- Supporting holistic development for athletes as individuals (via academic or other routes), with Performance Team practitioners ensuring this is complimentary to performance.
- Ensure appropriate athlete monitoring and assessment practices are implemented to provide an evidence-based approach to underpin the trajectory towards future Olympic medal success.
- Travel with, coach and manage the British Team and/or individual athletes in designated training camps and competitions (domestic or international). Be directly responsible for the security and well-being of the team and/or athletes for the duration of the trip.
- Working with the TASS and PGB performance teams, create and deliver a Pathway Performance Plan to achieve the defined progression targets to promote athletes ready for the World Class Programme.
- Support the development and evolution of the framework that defines the competencies, benchmarks and experiences that athletes need to develop into a world class athlete (pathway curriculum)
- Develop, implement, monitor and evaluate high quality individual athlete plans and goal setting that align to the PGB Performance Plan, programme strategy and success profiles for pathway athletes.
- Support the PGB selection processes for appropriate international competitions, ensuring information is provided ahead of meetings and acting as a selector where appropriate.
- Ensuring regular written and verbal communication is maintained with all athletes during their time on the engaged in the Pentathlon GB pathway.
- To ensure that technical and organisational data and knowledge are captured and disseminated securely, legally, and effectively.
- Proactively identify performance equipment needs across the family of sports to maintain our world leading environment, working with the Performance Operations Manager regarding procurement.
### KNOWLEDGE, EXPERIENCE & QUALIFICATIONS

#### ESSENTIAL

- A minimum of UIPM Level 3 coaching qualification, or UKCC Level 3 (or international equivalent) in a minimum of 2 of the family of sports.
- A full understanding of the development needs of athletes and the ability to coach them towards Olympic success.
- Experience of working as part of a multi-disciplinary team (MDT) to identify athlete development needs and design appropriate training.
- Strong organisational planning including the successful management of athlete performance plans.
- Strong team player, flexibility to support other staff members within the organisation.
- Excellent presentation, communication and influencing skills.
- Proactive, confident self-starter, able to seek out key priorities, which will be of benefit to the operation of Pentathlon GB.
- Positive and flexible work attitude with ability to meet the needs of the business as and when required calmly anticipating and proactively solving issues.
- Ability to work weekends and travel internationally for a number of weeks per annum.
- Must hold a current, full driving licence (which permits the holder to drive in the UK).

#### DESIRABLE

- Held a National/International Coaching position at World level and has experience of working with and improving development athletes in a coaching capacity
- Degree in Coaching, Sports Science, Physical Education (or equivalent subject) or compensating work experience in a related field.
- Experience of managing demands, pressure and the needs of a diverse team working in a fast-paced environment with a high expectation of achievement.
- Coaching experience in all of 5 of the family of sports.
- High levels of IT literacy, particularly with Microsoft Office 365 products.

### GENERAL INFORMATION

The post-holder shares with all colleagues the responsibility to:

- Make suggestions to improve the working environment within their area of work and Pentathlon GB.
- Work with the CEO & PD to deliver the agreed operational plan for Pentathlon GB.
- Develop effective relationships with key stakeholders: Pentathlon GB Board/ staff, athletes, parents, UK Sport, Sport England, EIS, TASS, Team Bath.
- Promote and comply with measures introduced to ensure there is equality of opportunity in employment and sports equity.
- Adhere to Company Policies and the requirements of Pentathlon GB’s staff handbook.

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 may be amended considering the changing needs of the organisation.

Pentathlon GB is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, religion, or belief.

Candidates must have the right to work in the UK, submitting all required documentation/evidence prior to job offer including visa information if relevant.