

JOB DESCRIPTION

Job Title: Archery GB Head Coach

Department: Performance

Reporting to: Performance Director

Location: Performance Archery Centre, Archery GB, Lilleshall National Sports Centre

Contract: Full Time

Our Values

We have developed a set of values to guide how we operate at Archery GB. As one archery community:

- We value people for who they are and what they do.
- We choose to work and learn together.
- We strive for excellence.
- We always act with integrity.

Job Purpose

The Head Coach's primary purpose is to lead and manage the development and performance of athletes within the Olympic and Paralympic World Class Programmes (WCP). This includes delivering high-level technical coaching and overseeing the integration of sports science and performance planning.

The Head Coach is responsible for ensuring athletes achieve their maximum potential in international competition, while also supporting the growth of coaches within the WCP. The Head Coach will work closely with support staff and the pathway team to elevate standards across all levels of the athlete development pipeline.

Working as part of the Performance Management Team (PMT) the Head Coach will contribute to the wider leadership of the WCP by helping develop a collaborative and high-performing environment and advancing the long-term success of the sport.

Key Objectives

- Develop and implement performance plans that optimise the technical, physical, and mental development of Olympic and Paralympic WCP athletes, ensuring athletes are fully prepared to compete at the highest levels, including international competitions and the Olympic/Paralympic Games.
- Oversee the technical coaching and leadership of both the Olympic and Paralympic WCP, ensuring alignment of standards and consistency in coaching methodologies.

- Collaborate with sports science teams to ensure that all aspects of sports science are aligned with the performance goals of both Olympic and Paralympic athletes.
- Work closely with Pathway teams to identify and develop emerging talent, ensuring a robust system that supports athlete progression from grassroots to elite levels. Contribute to the development of strategies to improve performance standards across the performance pathway.
- Lead and manage Olympic WCP athletes during international competitions and training camps through fostering a cohesive and positive team environment that drives standards and performance.

Key Activities

Within the following areas, the Head Coach will:

Technical Coaching

1. Conduct regular training sessions for Olympic athletes, focusing on technical skill development, equipment set up, and tactical strategies.
2. Provide technical oversight to the recurve athletes on the Paralympic WCP via the respective coaches working with those athletes.

Performance Planning

1. Work with the Olympic Performance Manager, Paralympic Programme Manager and WCP coaches to develop individualised and team-wide performance plans, setting short and long-term goals to peak at the identified key milestone events (European Championships 2026, World Championships 2027 and the LA Olympic and Paralympic Games)
2. Monitor and assess athlete progress, making necessary adjustments to plans based on performance indicators, outcomes and feedback.

Leadership and Oversight

1. Provide technical direction and leadership for both the Olympic and Paralympic WCPs, ensuring alignment of coaching methods and performance goals.
2. Support the Paralympic Coaching team, offering advice in decision-making and Paralympic athletes' training plans.

Collaboration with Sports Science

1. Work closely with sports science specialists (psychologists, physiotherapists, strength and conditioning coaches) to ensure a holistic approach to athlete development.
2. Integrate data and feedback from sports science into training plans, helping athletes optimise their performance.

Coach Development

1. Mentor and support other coaches within the WCP, offering guidance on coaching techniques, athlete management, and performance analysis.

2. Working alongside AGB's Learning and Development team, identify, support and influence coach education and development opportunities for the WCP and Pathway coaching team to continually enhance the coaching standards across the pathway.

Team Management at Competitions

1. Act as team manager for the Olympic WCP team during international competitions and training camps.
2. Provide on-the-ground coaching support during competitions, including pre-competition preparation and in competition support along with other WCP coaches.

Monitoring and Evaluation

1. Work with the Olympic Performance Manager to conduct regular performance reviews for both athletes and coaching staff, identifying strengths and areas for improvement.
2. Working alongside the Performance Management Team (PMT) ensure resources are allocated effectively and are aligned with athlete performance and programme goals.

Stakeholder Management

1. Maintain regular communication with Performance Management Team (PMT), sports science staff, athletes, and other stakeholders to ensure a unified approach to athlete performance.
2. Liaise with external bodies, such as international and national archery federations to represent the interests of the programme and advocate for necessary resources or support.

Other

1. Undertake any other duties as requested by the Performance Director

Key Relationships/Interfaces

The Head Coach will work with:

Performance Director, Olympic Performance Manager, Para Programme Manager, Head of Performance Support (Performance Management Team (PMT)), coaching team, performance support team, pathway staff, athletes, NGB colleagues from other departments and funding partners.

Key Measures

The success of this role will be measured on:

- Delivery against Archery GB Key Performance Indicators
- Individual personal development plan objectives

Flexibility Clause

The job holder is required to be flexible in their duties and may be required to undertake other duties and responsibilities as specified by Archery GB

Variation Clause

This is a description of the job as it is constituted on the date shown. It is the practice of Archery GB to periodically review job descriptions, to update them and to ensure that they remain relevant to how the job is to be performed.

Benefits

- 26 days annual leave
- Employee Assistance Programme
- Membership of Archery GB
- Contributory pension scheme

Last reviewed: November 2024

PERSON SPECIFICATION

Inclusivity

There's a lot of research showing how marginalised groups of people may not apply for jobs unless they meet 100% of the qualifications. We also know that people working in elite sport come from many backgrounds with different experiences that might not seem "standard"- and that's okay! We really value people who bring unique perspectives and add new knowledge to our team.

But you might not feel like you "check all the boxes" as you read this job post. That could be because of 'impostor syndrome' or a 'confidence gap', especially if you've been marginalized or excluded in the past. We get it. And we feel these things ourselves, too. But we hope you'll apply anyway because we'll take great care in working with you.

	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> Formal certifications in high performance coaching recognised by an international governing body (eg. World Archery Level 3, or equivalent) 	<ul style="list-style-type: none"> Additional qualifications in coaching science, sports science or management or a related field.
Knowledge	<ul style="list-style-type: none"> In-depth understanding of archery techniques and equipment. Ability to assess and improve athlete performance through video analysis, data tracking, and individualised coaching methods. 	<ul style="list-style-type: none"> Knowledge of classification systems, adaptive equipment, and training considerations specific to Paralympic archers.
Experience	<ul style="list-style-type: none"> Experience in High-Performance Coaching Proven track record of coaching at the elite level in archery. Experience leading athletes to success in international competitions, such as the Olympics, Paralympics, or World Championships. Demonstrated ability to lead and manage either Olympic or Paralympic programmes Experience in developing and executing performance plans for athletes, targeting peak performance at major competitions. Experience working closely with sports science teams (e.g., strength and conditioning, psychology, physiotherapy) to integrate science-based practices into training programmes. Understanding of how to apply sports science data to optimize athlete health, performance, and recovery. 	<ul style="list-style-type: none"> Prior experience working with Paralympic athletes or leading a Paralympic programme. Experience working in a multidisciplinary high-performance environment, coordinating with physiotherapists, sports psychologists, strength and conditioning coaches, and other support staff. Familiarity with performance analysis tools and software, such as video analysis platforms and biomechanics technology Understanding of how to use sports technology to enhance training and performance. Involvement in designing and improving athlete pathways, with a focus on nurturing young talent and enhancing long-term athlete development.

	<ul style="list-style-type: none"> • Proven experience in mentoring and developing coaches within a high-performance environment. • Familiarity with athlete development pathways and experience working with emerging talent to support their progression to elite levels. 	
Skills & Abilities	<ul style="list-style-type: none"> • Strong leadership qualities to inspire and motivate athletes and teams in high-pressure environments • Ability to monitor, evaluate, and adjust training programmes based on athlete progress and competitive results • Ability to deliver coaching education and continuous professional development. • Excellent verbal and written communication skills and fluency in English to effectively interact with athletes, coaches, sports science teams, and other stakeholders • Ability to build effective relationships and create alignment across multiple teams and disciplines 	<ul style="list-style-type: none"> • Ability to manage multiple projects simultaneously, including athlete development, coach education, and international competition • Multilingual ability, especially in languages commonly used in international competitions
Other	<ul style="list-style-type: none"> • A strong commitment to athlete welfare, physical and mental well-being, and promoting an inclusive team environment for all athletes, including those in the Paralympic programme. • A Current Passport and eligibility to obtain a visa to work in the UK • Enhanced DBS checks (job offers will be subject to this being undertaken if not already held) • A full UK or permitted international driving license 	