

Job Description

Job Title:	National Coach (Olympic)
Department:	Performance
Reporting to:	Lead National Coach (Olympic)
Location:	Archery GB, Lilleshall National Sports Centre / Hybrid

Our values

We have developed a set of values to guide how we operate. 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.

About the role

The National Coach (Olympic) will provide impactful coaching delivery to athletes on the World Class Performance Programme and Talent Pathway and coordinate performance support for athletes aligned to Individual Athlete Plans.

Other key objectives include role modelling of coaching components within the delivery of coaching support and working in a collaborative team of coaches, bringing energy, ideas and a positive presence to the daily performance environment.

Key activities

Within the following areas, the National Coach will be responsible for the following:

Coaching Delivery:

- Working closely with the Lead National Coach (Olympic) to provide planned and individualised coaching delivery within the daily training environment to each allocated athlete.
- Provide impactful competition coaching support at international / domestic (where appropriate) competitions to identified WCP and Talent Pathway athletes.
- Where required and appropriate, support Pathway coaching delivery in consultation with Lead National Coach (Olympic) and Performance Pathway Manager.

Performance Support Coordination:

- Drive the delivery of performance support to ensure it is aligned to each athlete's Individual Athlete Plan.

- Build and maintain supportive relationships with athletes and the performance support team.
- Work collaboratively with the Paralympic coaching team to ensure best practice is delivered within the World Class Performance Programme environment.

Role Modelling of Coaching Components:

- Actively role model and apply the following WCPP Archery Coaching Components within daily coaching practice;
- Planning Process: Empowered and supported to create, drive and lead plans for athletes. Equal time and importance is given to plan, brief, do and review all sessions.
- Technical Knowledge: Aware of own knowledge level and gaps and proactively seeks alternative views and ideas to challenge and develop current knowledge of the performance requirements within World Archery.
- Relationships: Continually works on developing and managing relationships to enable a positive and performance-focused environment, recognising that everybody is an individual who brings a different view of the world and has positive intent to their interactions.
- Learning and Development: Demonstrate a curiosity for improvement and learning by driving a personal development plan. Seeks learning and development both from within and outside the sport of Archery.
- Adaptive Coaching: Understanding that each person is individual, learns and processes information differently and has differing levels of capacity for autonomy / self-direction. Use varied coaching methods based on the needs of the individual.
- Training Environment: Able to plan and deliver creative and innovative training opportunities as well as give the space for self-discovery. This may require giving high challenge and high support during different stages of athlete development. Capable of driving intensity when needed, while also fostering an environment of accountability, trust and growth.
- Collaboration: An enthusiasm and willingness to constructively exchange across the performance archery coaching team. This will include sharing information, advice, feedback, ideas and concerns to support development and performance of athletes and a courage, humility and open mindedness to actively seek out and share new and different ideas.

Miscellaneous:

- Oversee the setup, preparation and management of the Daily Training Environment.
- Contribute to the design of robust selection procedures that align to the vision for the Performance Archery programme.
- Play a key role in driving the standards across performance and creating a positive performance culture within the programme.

Required skills and abilities

- Knowledge and experience of coaching and developing athletes to national and international level.
- Understanding of the modern requirements of a World Class Performance Athlete and the sport of archery.
- Proven ability to guide athletes to train with clear purpose, helping them fully understand their plans, objectives and pathways to success.

- Strong understanding of archery structures and competition formats.
- Desirable: experience across both Recurve and Compound disciplines.

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 currently applies. This will be reviewed, in conjunction with the post holder, and updated or varied as appropriate. 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.

Last reviewed: September 2025