



ATHLETICS NORTHERN IRELAND

Talent Development Coach

Job Description

Purpose: Lead the implementation of the ANI Talent Development Programme

Responsible to: Athlete Development Manager

Salary: £24,000 p.a. in year 1

Responsibilities:

1. Lead the development and implementation of the ANI Talent Development Programme.
2. Organise and deliver appropriate coaching and technical support for identified athletes and their personal coaches.
3. Monitor progress of identified athletes and liaise with Athlete Development Manager on the agreed targets of the program.
4. Liaise with individual coaches of Talent Squad members to ensure effective development of identified individuals.
5. Work with key clubs to ensure talented athletes and coaches are supported through the club environment.
6. Work closely with other ANI staff and volunteers to ensure a uniform development programme through all age groups.
7. Assist ADM in the production & implementation of a Talent Identification and Development Strategy for ANI.
8. In conjunction with ADM work with various service providers to ensure an appropriate level of service is provided to identified talented athletes.
9. Work with ADM to ensure appropriate athletes are included in regional and national squads and coordinate with CDM on personal coach development.
10. Attend appropriate competitions, assessments and training camps as required.
11. Promote drug free sport and ensure our talented young athletes are appropriately educated on anti doping policies and procedures.
12. Undertake all reasonable administrative duties directly relating to talent development
13. Prepare reports for the ANI management Board and attend sub-committee meetings as required.
14. Contribute to the overall development of ANI and participate in organisational training, staff reviews, etc.

This job description is not to be regarded as exhaustive. It is intended as an outline introduction of the areas of activity.

**ATHLETICS NORTHERN IRELAND
TALENT DEVELOPMENT COACH**

PERSONAL SPECIFICATION

	ESSENTIAL	DESIRABLE
1 Qualifications and Attainments	<p>1.1 Internationally recognised Coaching qualification -minimum of UK Athletics Level 2 or equivalent</p> <p>1.2 Minimum of 2 A-Levels or equivalent</p>	<p>1.3 Internationally recognised coaching qualification at UKA level 3 or equivalent, or evidence of working towards level 3.</p> <p>1.4 Degree or equivalent preferably in a sports related subject</p> <p>1.5 Demonstrate skills in the use of IT and an understanding of its use.</p>
2 Work and Other Experience (in an employed or voluntary capacity)	<p>2.1 At least 2 years proven experience working with young athletes in clubs or schools</p> <p>2.2 Proven experience of working with volunteers and understanding their needs and motivation</p>	<p>2.3 Demonstrate a competent knowledge of coaching styles and techniques</p> <p>2.4 Proven experience of management of human, physical and financial resources.</p>

<p>3 Skills</p>	<p>3.1 Excellent interpersonal and communication skills, sound organisational and planning skills</p> <p>3.2 Possess a good practical knowledge of performance coaching and sports science</p> <p>3.3 Ability to communicate effectively with young athletes, parents and other coaches</p> <p>3.4 Ability to promote athletics through presentations to a range of audiences</p> <p>3.5 Demonstrate ability to motivate athletes and coaches to achieve progressively higher standards</p> <p>3.6</p>	
<p>4 Disposition and Personal Qualities</p>	<p>4.1 Ability to demonstrate confidence, empathy, enthusiasm and initiative</p> <p>4.2 Ability to demonstrate integrity and appropriate working relationships with athletes, and young people</p>	
<p>5 Other Considerations</p>	<p>5.1 A commitment to Equal Opportunities</p>	
<p>6 Circumstances</p>	<p>6.1 Able to work unsocial hours, including evenings and weekends</p> <p>6.2 Access to appropriate transport must be available and insured for business use</p> <p>6.3 Able to undertake occasional travel including overnight stays</p>	

Note to all applicants:

Whilst the Essential Criteria of the Personnel Specification will be the basis for short-listing, elements of the desirable criteria may on occasions also be included