



CANOE ENGLAND / GB CANOEING

JOB OPPORTUNITY

Junior Talent Development Coach – Canoe Slalom (Lee Valley)

This is an exciting new full-time post to recruit talented young athletes in and around the Lee Valley / Cheshunt area with the characteristics that potentially identify them as suitable for Canoe Slalom. This will involve the implementation and delivery of a talent search and development initiative within the Lee Valley area. The post will operate specifically around the Lee Valley whitewater centre (once completed) and other local facilities.

This position is an exciting opportunity for Canoe Slalom to research and develop its own talent identification/transfer programme capitalising on the completion of the state of the art Lee Valley Whitewater Centre in late 2010.

The vision is to identify a group of talented young athletes in the locality of the Lee Valley whitewater centre who can benefit from the world class facility and be fast tracked towards future success at the highest level in 2016 and beyond....

Whilst the position itself will focus on identifying and developing a group of talented performers, it will also look to promote Canoe Slalom in the wider area of the Lee Valley Whitewater Centre to link local clubs to the facility.

Location: Lee Valley Whitewater Centre (once completed) (Cheshunt area until completion of LVWWC)

Contract: Full Time

Salary: Highly competitive salary negotiable dependent upon experience and qualifications.

An opportunity of a lifetime to be involved in a new initiative from scratch, centred around the brand new Olympic Canoe Slalom venue.

To apply, please send a covering letter and CV detailing how you meet the above criteria to: Andy Maddock, GB Canoeing, The Elms, National Watersports Centre, Adbolton Lane, Holme Pierrepont, Nottingham, NG12 2LU or by email to andy.maddock@qbcanoeing.org.uk

The British Canoe Union is an equal opportunity employer

JOB TITLE: JUNIOR TALENT DEVELOPMENT COACH

Purpose of Post

To recruit talented young athletes with the characteristics that potentially identify them as suitable for Canoe Slalom and develop them in the sport.

Responsible to:

GB Canoeing Programme Manager (Canoe Slalom)

Responsible for:

The implementation and delivery of a talent search and development initiative in and around the Lee Valley area and centred around the Lee Valley whitewater centre.

Key Areas

1. Operate a Talent search programme
2. Coaching of Junior Talent Group.
3. Miscellaneous

Duties and Responsibilities

1.0 Talent Search Programme – set up

- 1.1 With the assistance of GB Canoeing staff determine the tests most appropriate to identifying talent for the discipline of Canoe Slalom and outline standards for particular ages/ developmental stages.
- 1.2 Agree the Talent Recruitment process with timescales and benchmarks going forward.
- 1.3 Identify the school catchment area local to the Lee Valley whitewater centre and establish links.
- 1.4 To operate testing following the agreed process and recruit those athletes obtaining the standards required, into a coaching group.
- 1.5 To ensure a balance of recruitment across all five classes in Canoe Slalom in particular ensuring representation in the canoe classes.

2.0 Coaching of Talent Group

- 2.1 Design and develop an individualised training programme appropriate for the development of the group and individuals.
- 2.1 To lead the development of these young people towards achieving international Canoe Slalom standards working to meet and review agreed targets for the athletes on a regular basis.

- 2.2 To ensure that any other young people interested in the sport but who perhaps do not meet the selection criteria, are channelled into other local club coaching structures.
- 2.3 Raise the awareness of all involved of the needs of paddlers with regards to Long Term Paddler Development and educational needs.
- 2.4 Attend/ support Regional/National events and training as agreed with line manager.

3 **Miscellaneous**

- 3.1 To proactively participate in the Canoe England Club Coach programme as agreed with line manager.
- 3.2 To provide regular updates on the Talent Search programme.
- 3.3 To ensure that the key personal targets, outcomes and (KPIs) agreed with your line manager are met. Ensure timely and efficient return of evaluation forms/quarterly reports and other required information.
- 3.4 Support the principles of transferability of both discipline and coaching integration across all areas of our sport.
- 3.5 Support the identification of coaches into the competition disciplines and encourage their ongoing development through regular updates.
- 3.6 To operate at all times within the BCU coaches code of conduct and in particular in relation to good practice and child protection guidelines.
- 3.7 To undertake other such duties and responsibilities of an equivalent nature as may be determined by Canoe England in consultation with the post-holder.
- 3.8 Link into the discipline Coaching Technical Group to develop own knowledge and cascade across the talent development programme. Liaising with National Competition Development Coaches as appropriate.
- 3.9 Ensure the health and safety of all staff, volunteers, personnel and resources within the post-holder's duties and personal responsibilities as per the requirements of the Health and Safety at Work Act 1974.

Note:

It is envisaged that the majority of working time will be working with key identified talented athletes. The expectation of time devoted to direct coaching will be at least 80%.

This is not a 9 to 5 position. Working hours are based around athletes'

availability which is predominantly before 09:30am, after 15:00pm and at weekends. A work pattern to reflect this is expected and a minimum of 4 weekend days a month are required.

KEY CONTACTS

As well as the Line Manager, key contacts will be:

a) Canoe England: - Club Coach programme, specifically other slalom positions around England.

b) GB Canoeing –Olympic Development Programme Head Coach; To ensure the link between the Talent Development Programme and the GB Canoeing programmes & for technical direction in coaching delivery.

PERSON SPECIFICATION - Junior Talent Development Coach

ESSENTIAL EXPERIENCE / KNOWLEDGE

- Detailed Knowledge and Understanding of the needs of elite athletes and a detailed understanding of the athlete pathway in Canoe Slalom.
- Is able to demonstrate a track record of Canoe Slalom performance coaching demonstrating excellent technical knowledge.
- Ability to identify and develop talented athletes.
- Demonstrate a high degree of Organisation and Planning related to coaching elite athletes.
- Demonstrate effective Communication, Teamwork and Leadership skills appropriate for this post.
- The ability to work under own initiative as well as part of a wider team. A varied job role which requires a committed approach to all duties.
- Expresses both verbally and written, ideas and information in ways that are appropriate, accurate and concise.
- An understanding of the mental, physical, competition and lifestyle demands of a canoe slalom athlete and the ability to advise athletes in these essential areas.
- Ability to work to BCU level 3 Coach or higher in the relevant competition discipline.
- Is aware and fully supportive of the GB Canoeing programmes & Canoe England Paddlesport Development Programmes and understands where & how the link is to be made
- Willingness to work unsociable hours including weekends and able to spend extended periods of time abroad, as required, to deliver the best programmes possible for athletes.
- Good working knowledge of English language.
- Multi class knowledge to deliver in all aspects of each discipline.

DESIRABLE

- Minimum 3 years Technical Coaching experience at World level. It is essential that the candidate can demonstrate both Canoe and Kayak coaching experience,

- Held a National/International Coaching position for a minimum of 2 years and has experience of working with elite athletes in a coaching capacity.
- Hold National Coaching qualifications appropriate for this position (For guidance -new UKCC Level 2 or old BCU Level 3 with slalom competition add on)
- Experience of identifying and developing talent particularly in C1 & C2.

SKILLS

- Demonstrates a passion for the sport and an ability to motivate and energise others.
- Ability to make the sport enjoyable through meeting the needs of individuals
- Able to build effective relationships with athletes, coaches, parents/carers and volunteers
- Solves problems creatively by, identifying the problem, evaluating the alternatives and finding innovative solutions
- Sets high standards for self and others and is an ambassador of the GB Canoeing and Canoe England.
- Plans with colleagues and members work schedules and resource requirements that will ensure agreed targets are reached, and where appropriate exceeded

EMPLOYEE SPECIFICATION

	CRITERIA	HOW IDENTIFIED	RANK
RELEVANT EXPERIENCE	<p>Experience of technical coaching delivery</p> <p>Experience of planning and delivering a coaching programme</p> <p>Experience of motivating and engaging with young people</p> <p>Experience of work with clubs and the voluntary sector</p> <p>Experience of Talent Development Projects</p> <p>Experience of competition in the relevant discipline</p>	Application Form Interview/Test/ Presentation	A A A B A B
EDUCATION AND TRAINING ATTAINMENTS	<p>Degree level or equivalent in sports coaching and development</p> <p>National Governing Body coaching and leadership qualifications.</p> <p>Any other work based on external training relevant to the post.</p>	Application Form Interview Presentation	B B B
GENERAL AND SPECIAL KNOWLEDGE	<p>Ability to work with modern I. T. formats</p> <p>An understanding of, and ability to develop CPD programmes</p> <p>Ability to communicate with all sectors of society</p>	Application Form Interview/Test/ Presentation	A B B
SKILLS AND ABILITIES	<p>Ability to work on own initiative and meet required timescales.</p> <p>Ability to write clear and concise reports.</p> <p>Ability to work with and support fellow team members</p> <p>Ability to co-ordinate effectively complex activities.</p> <p>Excellent interpersonal skills.</p> <p>Voluntary Sports Sector understanding and an ability to negotiate and work with and motivate volunteer groups</p> <p>Ability to motivate and energise others</p>	Application Form/ Interview/ Presentation	A A A A A A
ANY ADDITIONAL FACTORS	<p>Willingness to work unsocial hours including regular evenings, early mornings and weekends.</p> <p>Current full driving license.</p>	Application Form Interview/ Presentation	A B

NOTE TO APPLICANTS: You will only be short-listed from the details in the application form if you meet all the criteria ranked as A. If a large number of applications are received, only those who also meet the criteria ranked B will be short-listed.