



<b>Job title</b>	Head of Performance Netball	<b>Job family and level</b>	Administrative, Professional and Managerial Level 4 (FT)
<b>School/ Department</b>	Sport	<b>Location</b>	University Park Campus and other locations as required for training and competition.

## Purpose of role

To develop and deliver the performance strategy for Netball in line with the emerging UoN Vision for Sport that ensures sustained performance success and outstanding student experience across the Netball club.

	<b>Main responsibilities</b> (Primary accountabilities and responsibilities expected to fulfil the role)	<b>% time per year</b>
1	<p><b>UoN Head Coach responsibilities</b></p> <p>Program Development</p> <ul style="list-style-type: none"> <li>• Build a culture of success within the Netball program grounded on the University values of ambition, inclusivity, openness, fairness and respect that enables the holistic development of the Netball club</li> <li>• Embed standards of behavior and performance across the program and manage coaches and athletes to ensure they are upheld.</li> <li>• Develop and deliver a sector leading domestic and international recruitment strategy for Netball.</li> <li>• Develop key partnerships and networks at domestic and international level to enhance performance, recruitment and profile</li> <li>• Build effective relationships with internal university departments to assist with the vision and strategy for Netball.</li> <li>• Be abreast of the latest trends and developments within the Netball industry and build this into the program.</li> <li>• Deliver camps and other income generating activity to assist with the sustainability of the Netball program</li> <li>• Support the development of alumni relations with the Netball club as required</li> <li>• Lead and inspire the coaching team to deliver an outstanding Netball experience for students.</li> <li>• Lead on the sourcing, recruitment, and induction of assistant coaches in collaboration with the Club Development Officer for Netball</li> </ul>	40%

	<ul style="list-style-type: none"> <li>• Mentor and support the development of assistant coaches and student leaders across the Netball program</li> <li>• Source and support opportunities for student workforce development through the Netball program</li> <li>• Work collaboratively with colleagues across the department, maintaining effective communication in the development of the program.</li> <li>• Support the development of coaches across the wider department if required in conjunction with the Club and Coach Development manager.</li> </ul>	
2	<p><b>Program delivery:</b></p> <ul style="list-style-type: none"> <li>• Lead on the design and delivery of an effective and innovative performance training program on a day to day basis and manage assistant coaches to support this delivery.</li> <li>• Plan and deliver 121 and group sessions across the program to achieve set objectives</li> <li>• Lead on delivering athlete profiling and individual performance plans for performance squad athletes.</li> <li>• Work closely with the multidisciplinary performance support service team (such as Strength and conditioning, Physiotherapy, Nutrition, Sports psychology and sports science and medicine) to ensure effective athlete-centered development.</li> <li>• Lead on BUCS and other relevant competition selection, coaching and tactical preparation to maximize performance</li> <li>• Work closely with the Club committee and club development officer to support the holistic development of the Netball club.</li> <li>• Attend domestic competitions with UoN players to develop athlete performance and club profile</li> <li>• Lead on international training camp development and attendance as required</li> </ul>	45%
3	<p><b>Profile and reputation:</b></p> <ul style="list-style-type: none"> <li>• Raise the University's sporting profile through representation on local, regional, national and international forums including but not limited to the BUCS program.</li> <li>• In liaison with the club committee and department marketing and comms team, ensure the promotion of any Netball activity both internally and externally on an ongoing basis</li> </ul>	5%
4	<p><b>Financial management and reporting</b></p> <ul style="list-style-type: none"> <li>• Manage and be accountable for a delegated budget, ensuring that expenditure is within agreed limits.</li> <li>• Analyse and report on program performance as required</li> <li>• Conduct an annual program review and make recommendations for improvements</li> <li>• Ensure that University financial processes are followed and effective fiscal management is maintained.</li> </ul>	5%

3	<p><b>Other</b></p> <ul style="list-style-type: none"><li>• Deputise for the Club &amp; Coach Development Manager as required</li><li>• Deliver performance lifestyle support to scholar athletes across other sports within the program</li><li>• To work within the University and Students Union Health and Safety framework</li><li>• Attend university events to support the wider department activities as required, including but not limited to: Open Days, Welcome fayre, Coach induction and briefings,</li><li>• Any other duties in line with the role grade.</li></ul>	5%
---	---	----

## Person specification

	Essential	Desirable
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to communicate effectively in a concise and confident manner.</li> <li>• Ability to influence a range of internal and external stakeholders.</li> <li>• Advanced analytical skills, with a solution focussed and innovative approach to problem solving.</li> <li>• Ability to establish and maintain effective working relationships with people at all levels</li> <li>• Ability to prioritise work effectively and meet deadlines</li> <li>• Ability to work and plan strategically</li> <li>• Evidence of an ability to work proactively with a high level of initiative</li> <li>• Conflict resolution and negotiation skills</li> <li>• Ability to multi-task and manage a diverse workload</li> <li>• Able and willing to work to a flexible schedule that reflects the demands of performance coaching.</li> <li>• Commitment to clean sport</li> <li>• Commitment to providing a safe environment for athletes and staff</li> <li>• Commitment to equal opportunities</li> <li>• Excellent interpersonal skills along with demonstrable energy, adaptability, integrity and being a team player</li> <li>• Excellent communication skills such as leadership in meetings, report writing and oral presentation skills</li> <li>• Good listener</li> <li>• Be able to work strategically without close supervision whilst being a key and supportive member of staff</li> </ul>	

	<ul style="list-style-type: none"> <li>• Commitment to continuous professional development both personally and organisationally.</li> </ul>	
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Significant, multi-year experience of working with athletes of international level</li> <li>• Experience of working with dual career athletes to achieve performance success in Netball</li> <li>• Experience of operating in Talent development and performance pathways in Netball as a player or coach</li> <li>• Thorough knowledge and understanding of the technical, tactical skills and fitness levels required for players to succeed at international level in Netball</li> <li>• Experience of managing partnerships, relationships and programmes in a high performance environment</li> <li>• Ability to promote and foster a team culture reflecting the organisation's values</li> <li>• Experience of creating athlete performance plans and profiling mechanisms</li> <li>• Experience of working with sporting institutions such as EIS, TASS or National Governing bodies of Sport.</li> <li>• Experience of working with multidisciplinary practitioners to support elite athletes</li> <li>• Experience of working with student athletes in an HE environment</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of developing new initiatives in Netball which are recognised as being industry leading nationally.</li> <li>• Knowledge of UK and international sporting infrastructure including funding agency relationships</li> <li>• Knowledge of anti-doping regulations</li> <li>• Knowledge of safeguarding and welfare matters</li> <li>• Experience and understanding of National Governing Bodies and how they operate</li> <li>• Knowledge of broad principles of Strength and conditioning training for Netball athletes</li> <li>• Knowledge of appropriate performance analysis methodology and software</li> <li>• Experience of developing a coaching workforce in Netball, including people/performance management</li> <li>• Understanding and experience of commercial and sponsorship relationships within performance sport</li> </ul>
<b>Qualifications, certification and training (relevant to role)</b>	<ul style="list-style-type: none"> <li>• UKCC or equivalent coaching qualification at level 2 or above</li> <li>• A track record of CPD throughout career</li> <li>• Developed IT skills including the use of Word, Excel and PowerPoint</li> <li>• Evidence of basic literacy and numeracy i.e. GCSE Maths and English Grade C or above.</li> </ul>	<ul style="list-style-type: none"> <li>• UKCC or equivalent coaching qualification at level 3 or above</li> <li>• University degree qualification or equivalent in a sport or related discipline</li> <li>• TALS or other equivalent athlete mentoring qualification</li> </ul>
<b>Statutory, legal or special requirements</b>	<ul style="list-style-type: none"> <li>• Flexible approach to work</li> </ul>	

	<ul style="list-style-type: none"> <li>• Able to work regular early morning, evening and weekend hours</li> <li>• Passion for and belief in student sport and the development of students</li> <li>• Committed to providing a high level of customer service</li> <li>• Broad network of contacts within relevant fields.</li> <li>• It is a condition of this post that satisfactory enhanced disclosure is obtained from the 'Disclosure and Barring Service'.</li> </ul>	
--	---	--



The University of Nottingham is focused on embedding equality, diversity and inclusion in all that we do. As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those with protected characteristics under the Equality Act 2010.

## Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University’s strategy, vision and values. The following are essential to the role:

- Valuing people** Is always equitable and fair and works with integrity. Proactively looks for ways to develop the team and is comfortable providing clarity by explaining the rationale behind decisions.
- Taking ownership** Is highly self-aware, looking for ways to improve, both taking on board and offering constructive feedback. Inspires others to take accountability for their own areas.
- Forward thinking** Driven to question the status quo and explore new ideas, supporting the team to “lead the way” in terms of know-how and learning.
- Professional pride** Sets the bar high with quality systems and control measures in place. Demands high standards of others identifying and addressing any gaps to enhance the overall performance.
- Always inclusive** Ensures accessibility to the wider community, actively encouraging inclusion and seeking to involve others. Ensures others always consider the wider context when sharing information making full use of networks and connections

## Key relationships with others

