

## Job Details

- Responsible to:** SCA Head of Performance and Pathways
- Responsible for:** Delivery of first-class, professional coaching services for the Scottish athletes committed to world class achievements
- Direct contacts:**
- SCA Staff, Committees and Board
  - Athletes demonstrating commitment towards world class achievements and receiving performance support
  - Scottish Competitors
  - Local Coaches, Volunteers, Parents, Partners (**sportscotland**, SIS, etc...) working as a network around SCA supported athletes whom the Performance Coach is responsible for

## Key Result Areas:

- A. To deliver coach-led training sessions on a day to day basis
- B. To deliver coach-led training sessions at training camps and races supported by the SCA Performance Programme
- C. To coordinate the training environment, including services providers from **sportscotland** Institute of sport (SIS) and training programmes for athletes.

The Performance Coach will be responsible Athletes support within the different areas A, B and C. The list of athletes, the time & effort on the 3 main areas and the places of work, will be agreed with the Head of Performance and Pathways on an annual basis and adjusted from time to time due to the developing nature of the SCA Performance Programme.

## Responsibilities

- A. To deliver coach-led training sessions to “Programme Athletes” at the location(s) at which they are based on a day to day basis
  - 1) Delivering daily sport specific training sessions at agreed locations
  - 2) Delivering land based training sessions
  - 3) Conducting video analysis etc
  - 4) Produce and distribute to athletes, coaches etc training plans for the different training blocks throughout the year. These plans to be sent out in advance and to include all the necessary details
  - 5) Carry out regular one to one feedback with athletes in order to personalise the training load.
  - 6) Advising athletes, parents and volunteer coaches about best practices, to follow the day to day training plan in instances where their daily location is different from that of the Performance Coach
- B. To deliver coach-led training sessions to supported Athletes during training camps and races supported by the SCA

- 1) Delivering sport specific coaching sessions at specific training camps
  - 2) Delivering land based training sessions at specific training camps
  - 3) Conducting video analysis etc
  - 4) Delivering coaching support at specific race events
  - 5) Following SCA procedures to plan and manage the logistics for the training camps and races.
- C. To coordinate the training environment for supported Athletes.
- 1) Holding meetings to discuss the provisional planner with Athletes, Parents, Volunteers and Coaching staff.
  - 2) Communicating ongoing updates regularly.
  - 3) Coordinating a network of coaches, support staff and volunteers for day to day training, training camps and races, in line with SCA policies and procedures.
  - 4) Keeping in regular touch with athletes, parents and volunteers giving regular feedback about athlete performance and about upcoming activities and events (performance and overall SCA)
  - 5) Tracking athletes progress and performance regarding agreed Key Performance Indicators (KPIs) with Head of Performance and Pathways and SIS
  - 6) Being responsible for the delivery of mentoring to employed and volunteer coaches including running specific days each year.

## General tasks

- A. Achieving the targets and outcomes agreed with the Line Manager as part of on-going performance appraisal.
- B. Attending meetings relevant to the post and reporting to the Line Manager.
- C. Reporting regularly, (monthly and quarterly) and as requested, to the Line Manager including specific reports on competition and training camps
- D. Providing material and articles for publication in; the Scottish Paddler magazine, the SCA website and for other purposes. To contribute to the SCA's efforts to attract sponsorship by supporting the work of the SCA Head of Performance and Pathways in this area
- E. Working as part of the overall SCA team – supporting other SCA projects and work – namely to support the development of canoeing and kayaking in its widest sense within Scotland.
- F. Undertaking any other tasks appropriate to this level of responsibility at the request of the Line Manager.
- G. Networking and liaison as an ambassador for the SCA with other external delivery partners and **sportscotland**, Regional Coaching and Volunteering Managers including attending regional meetings and forums.