

SCA Performance Coach Person Specification

Factor	Essential	Desirable
Work and Other Experiences (in an employed or voluntary capacity)	<ul style="list-style-type: none"> • Experience of delivering coach led training sessions to athletes at different stages of the canoeing pathway • Experience of designing and implementing training programmes • Working as part of a team and on own initiative • Credible record of working with different groups of partners/stakeholders • Experience of working with volunteers • Experience in the management of people, budget, projects and events 	<ul style="list-style-type: none"> • 3 years of practical coaching experience in the specific discipline • Experience in Talent ID • Experience of international standard competition (as a coach) • Experience of international standard competition (as a paddler) • Experience in either sports development or event organisation
Qualifications and Attainments	<ul style="list-style-type: none"> • Qualified to British Canoeing UKCC Level 2 or Equivalent 	<ul style="list-style-type: none"> • Qualified and updated BCU UKCC Level 3 or equivalent in the specific discipline • Degree in sport science, or sport psychology
Knowledge	<ul style="list-style-type: none"> • Knowledge of the structure of performance sport internationally - especially in canoeing • Knowledge of contemporary issues within sport 	<ul style="list-style-type: none"> • Knowledge of sports science (Physiology, Psychology, Anatomy, Biomechanics, etc) • Knowledge of the structure and organisation of sport in Scotland • Knowledge of BCU Coaching and Performance Awards

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Skills	<ul style="list-style-type: none"> • Proven leadership, teamwork and decision making skills • Proven interpersonal/communication skills (written and verbal). Ability to make clear and effective presentations and write reports • Proven organisation and planning skills and ability to devise and deliver projects on time and budget • Able to work independently whilst keeping others informed of progress and results • Proven IT skills – be self-sufficient and time efficient with Microsoft Office applications • Proven numeracy and literacy skills 	<ul style="list-style-type: none"> • Able to demonstrate a range of strategies to “coach” people to operate effectively – athletes and coaches • Able to influence and negotiate. • Able to apply the principles of good customer service • Able to coordinate and lead support services to impact on athlete’s progress (drive support, capture learning and review)
Disposition and Personal Qualities	<ul style="list-style-type: none"> • Proven ability to be proactive, work with minimal direction and supervision, and have a “make it happen” attitude • Proven ability to be solution oriented with a growth mindset • Proven ability to demonstrate confidence, empathy, enthusiasm • Proven ability to work well with young people. • Committed to personal development and growth in the different areas of the role • Energy and enthusiasm 	<ul style="list-style-type: none"> • Versatility and creativity • Entrepreneurial focus and approach to work and life • Enthuse, motivate, provide direction and influence others • Be enthused, motivated, directed and influenced by others. • Proven ability to work on own initiative
Special Aptitudes	<ul style="list-style-type: none"> • Ability to work effectively as a member of a team • Ability to work flexible hours to suit the delivery of the work • Clear concise written and verbal communication • To act as an effective role model for programme athletes • This is a Regulated Work post and subject to a successful PVG check 	<ul style="list-style-type: none"> • A well-balanced range of interests