**Job Description Job Title: Lead Performance Coach**

**Responsible To:** Chairman Northern Ireland Judo Federation

**Location:** Northern Ireland based with domestic travel and some international travel.

**Salary:** £30K plus pension, expenses, a milage allowance outside normal working locations and twenty days annual leave plus the ten NI public holidays.

**Hours:** 37.5 hours per week.

The role will require evening and weekend work.

**Contract Type:** Permanent (subject to a 6-month probationary period)

**About Us**

The Northern Ireland Judo Federation is the recognised National Governing Body for judo in Northern Ireland. The NIJF is responsible for the growth and success of Judo at every level, supporting a strong network of clubs and workforce, while striving to deliver exceptional tournaments and educational structures.

**Job Purpose**

The Northern Ireland Judo Federation are recruiting for an experienced and committed coach, who will be responsible for the long-term development of players on the national pathway, across all ages and categories. At the heart of this role is the delivery of our Northern Ireland Talent Development (NITDP) and our High-Performance programmes, where players can progress from their clubs and schools, through the Academy and Pathway Squads Programme to the Northern Ireland Talent Development (NITDP) and our High-performance Programme.

**Key Responsibilities**

**1.** Be a positive role model for Northern Ireland Judo and live by the Judo values

**2.** Identify and develop NIJF players toward selection for the GB Performance Programme / NIJF Performance Programme.

**3.** Work closely with the Chairman and the NIJF Board of Directors (BoD), setting and achieving realistic targets within the operational plan for:

**a.** Periodisation models for preparation and competition

**b.** Squad structures

**c.** Selection standards and criteria

**d.** Performance reviews

**4.** Ensure that ‘Safe Practices’ are always maintained in line with the BJA/NIJF Safeguarding and Protecting Children and UK Anti-doping policies

**5.** Build effective and open relationships with clubs, coaches, parents, and players across Northern Ireland

**6.** Create partnerships that develop a focus on participation such as schools, local authorities, and higher/further education

**7.** Development and subsequent management of budgets set by the Chairman and BoD.

**8.** Together with the Chairman and BoD, shape and develop the recruitment and development of a team of volunteer coaches to operate the Academy/Pathway Programmes.

**9.** Represent Northern Ireland Judo and build mutually beneficial relationships with key stakeholders, including Sport NI, British Judo and Irish Judo.

**10.**Provide performance management of the training environment, culture, and athletes in accordance with NIJF Judo systems and policies.

**11.** Maintain accurate and secure NIJF Talent development records/profiles and liaise with club coaches, and parents/guardians when required.

**12.**Create individual action plans (IAPs), setting outcome, performance & process goals that are integrated into training sessions in collaboration with coaches.

**13.** Deliver structured, exciting, progressive Judo sessions that develop players through the pathway from fundamental Judo principles through to technical and tactical sessions for elite athletes.

**14.** Develop and oversee the competition programme for players within the NITDP and NIPP squad at Pre-Cadet, Cadet, Junior, and Senior age groups.

**15.** Explore new ways to deliver Sports Science and Sports Medicine support (psychology, physiology, nutrition, performance analysis, strength & conditioning).

**16.** Work with clubs and coaches to improve coaching standards and share best practices.

**17.** Liaise with and integrate guest coaches into the coaching plan and sessions to maximize impact and value to NIJF players and coaches

**Job Mandatory Requirements**

**1** Candidate must hold a recognised Judo Licence, e.g., NIJF, BJA, SJA, WJA and /or any other IJF affiliated body.

**2** The position will require to be based/work from Northern Ireland

**3** Current Full driving licence (with No prosecution pending, which may lead to loss of licence)

**4** Valid Passport

**5** Recognised Safeguarding course (Recognised awarding body Safeguarding course, complete certificate in date and valid)

**6** Enhanced DBS disclosure (and or equivalent) with no restrictions to working with vulnerable adults and/or children)

**7** First Aid (Recognised awarding body First Aid course, complete certificate in date and valid, e.g., Basic Sports First Aid, Work Place First Aid or equivalent)

This job description is not regarded as exclusive or exhaustive. It is intended as an outline of the areas of activity and will be amended based on the changing needs of the Federation.

**Person Specification**

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| **Education & Qualifications** | **Essential** | **Desirable** |
| Qualified to a minimum standard of UKCC level 2 or equivalent | ✔ |  |
| Mat side coaching accreditation | ✔ |  |
| Minimum of ten years coaching experience at level 2 |  | ✔ |
| Enrolled or Working towards UKCC level 3 or equivalent |  | ✔ |
| Enrolled and Working towards IJF Instructors award |  | ✔ |

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| **Skills and Abilities** | **Essential** | **Desirable** |
| High quality delivery of technical and tactical sessions across all development stages of Performance pathway | ✔ |  |
| Well organised and proven planner able to maximise use of available resources | ✔ |  |
| A reflective practitioner with a high level of self-awareness | ✔ |  |
| Demonstrates the highest standards of integrity and professionalism with the ability to work sensitively with confidential information | ✔ |  |
| Able to communicate effectively with key stakeholders, colleagues and volunteers | ✔ |  |
| A clear ability to subjectively review and evaluate athlete performances, providing feedback that leads to agreed goals and targets | ✔ |  |
| Able to set clear goals and targets for all aspects of coaching and align operational practices to achieve them | ✔ |  |
| Able to design and implement individual athlete development plans that utilise technical and tactical information, whilst integrating sports science and medicine support | ✔ |  |
| Has contributed to athlete selection policy and procedures | ✔ |  |
| Ability to manage time effectively and prioritise workload to meet tight deadlines | ✔ |  |
| Strong IT literacy (Microsoft) to deliver key aspects of the role and collaborate with internal and external stakeholders efficiently | ✔ |  |
| Ability to deliver technical workshops and presentations | ✔ |  |
| Understanding of different learning styles and development needs of athletes with the ability to adapt coaching accordingly |  | ✔ |
| Ability to learn and leverage practices from other sports to improve coaching methods |  | ✔ |

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| **Knowledge and experience** | **Essential** | **Desirable** |
| Has knowledge of judo specific technical and tactical expertise | ✔ |  |
| Demonstratable experience of developing, maintaining and implementing athlete specific programmes and plans | ✔ |  |
| Has a comprehensive understanding of setting standards and creating the environment required for performance sport | ✔ |  |
| Detailed understanding of IJF, rules and competition programme | ✔ |  |
| Knowledge on interpreting other countries athletes’ strengths and weaknesses |  | ✔ |

**Application Process - Please send CV and covering letter detailing your skills, experience, and suitability for the role to:**

**Gail Reid Email: admin@nijudo.com**

**Closing date for applications: Friday 12 Mid-day, 12th May 2023**

Selection Process Following the closing date:

The selection panel will select candidates that most closely fit the requirements of the person specification. Successful candidates will be invited to attend the next stage of the selection process. The NIJF aims to be an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of age, disability, gender reassignment, marriage and civil partnership, sexual orientation, pregnancy and maternity, race, religion, belief or non-belief.