**JOB DESCRIPTION**

**Wheelchair Fencing World Class Programme Assistant Performance Coach**

**Salary Scales**: Grade AS2 £26,529 – £ 33,569 (pro rata 0.5FTE)

**Reporting to:**  Wheelchair Fencing World Class Programme Performance Manager

**Technical Lead:** Wheelchair Fencing World Class Programme Lead Performance Coach

**Duration:** Permanent

**Hours of Work:** Such hours as necessary to carry out your duties. This will involve a minimum of 18.5 hours per week which may include regular working outside normal office hours at evenings and weekends and on Public Holidays.

**Location:** The primary place of work is the University of Bath, however there are elements of this role which can be performed flexibly. In addition, it may require you to travel to and work at other training sites and to attend both international and national competition and training camps as agreed with the Performance Manager and Lead Performance Coach.

**ROLE SUMMARY**

This role involves delivering technical and tactical performance coaching to funded athletes on the Wheelchair Fencing World Class Programme (WFWCP). This includes developing the annual training programme and delivering personal 1:1 coaching to WFWCP funded athletes; providing sport specific direction and effective working as part of a multi-disciplinary team to create a world class, high performance training environment.

The role is primarily responsible for the attainment of agreed medal targets at key milestone events through:

* Working with the Performance Manager and Lead Performance Coach to produce a performance plan and individual athlete plans aligned to Paris 2024 Paralympic medal targets.
* Contributing to an optimal preparation programme, culture and environment for named WFWCP athletes that enhances and evolves the programme
* Providing competition coaching and developing a competition environment for named WFWCP athletes that achieves the performance targets.

You should enjoy coaching in high performance environments, problem solving and working as part of an innovative team.

**MAIN TASKS AND ACTIVITIES**

* Deliver a clear and well understood coaching framework for the WFWCP that is aligned to ‘what it takes to win’ (WITTW) principles and tailored to individual athlete development needs.
* Deliver a performance profiling and needs analysis process for individual WFWCP athletes to inform individual athlete performance plans.
* Provide technical and tactical performance coaching across all fencing disciplines
* Prepare competition strategy and tactics for key milestone events.
* Support the management of a database of competition and performance results and monitoring processes that check performance is on track.
* Plan and support training camps for key milestone events.
* Coordinate annual calendar, weekly training plans and session plans for named WFWCP athletes.
* Communicate with and support the activity of performance support staff associated with the WFWCP.
* Work with the Performance Manager to plan and communicate additional coaching and facility resource.
* Provide sport specific direction and individual athlete performance outcomes and targets to relevant performance support staff.
* Assess wheelchair fencing specific equipment needs for named WFWCP athletes.
* Work with Performance Manager, Lead Performance Coach and performance support staff to minimise athlete risk around illness, injury, wellness and welfare for named WFWCP athletes.
* Contribute to the design and delivery of research and innovation projects aligned to WFWCP targets.
* Work with WFWCP Administrator and BDF contacts to arrange entry and travel to international events.
* Work with the Lead Performance Coach and Performance Manager to align selection policies to WFWCP targets and the Paris 2024 selection process.
* Stay up to date with international rules and processes where this impacts on WFWCP performance.
* Commit to ongoing personal development across both technical and professional skills through formal initiatives and day to day processes.
* Contribute to system and EIS feedback and monitoring processes including culture health check, UK Sport mission review process and annual investment review process.

**This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the organisation.**

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**PERSON SPECIFICATION –Wheelchair Fencing World Class Programme Assistant Performance Coach**

| **COMPETENCY AREA** | **ESSENTIAL / DESIRABLE** | **ASSESSED BY** |
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| **Qualifications** |  |  |
| Degree level (or equivalent) in coaching / sport science or a related area, specialising in preparation and performance of elite athletes | **Desirable** | **Sight of certificates** |
| Fencing coaching qualification in line with UK Coaching standards, minimum Level 2 Development Coach or an international equivalent | **Essential** | **Sight of certificates** |
| **Experience (min 2 years in the elite coaching or competition environment as a performer and/or coach)** |  |  |
| Provision of coaching at performance level. | **Desirable** | **Interview/**  **Application** |
| Working with wheelchair fencers including elite athletes performing at international level. | **Desirable** | **Interview/**  **Application** |
| An ability to modify and deliver individual athlete plans resulting from event analysis which informs the coaching process. | **Desirable** | **Interview/**  **Application** |
| An ability to work as part of a multi-disciplinary team in a performance environment. | **Desirable** | **Interview/**  **Application** |
| Evidence of preparing and supporting wheelchair fencers for performing at major events (World Championships, European Championships, Paralympic Games) | **Desirable** | **Interview/**  **Application** |
| Evidence of supporting medal winning performances at major championships as part of a coaching team | **Desirable** | **Interview/**  **Application** |
| **Knowledge and Skills (min 2 years in elite sport)** |  |  |
| An understanding of the performance demands of international level fencing including wheelchair fencing | **Desirable** | **Practical / Interview** |
| An understanding of the needs of elite fencing including wheelchair fencers in a high-performance environment | **Desirable** | **Practical / Interview** |
| Knowledge and application of world / national level standards and practices in fencing and wheelchair fencing across all three disciplines. | **Desirable** | **Practical / Interview** |
| Technical and tactical knowledge across all three disciplines and the ability to apply this within coaching sessions. | **Desirable** | **Practical** |
| An awareness of coaching styles and methodology in order to vary approaches based on athlete needs. | **Desirable** | **Practical** |
| An awareness of how to adapt to athletes’ individual needs including the integration of performance support services to bring about performance gains. | **Desirable** | **Interview** |
| An awareness of how to vary personal style and develop the necessary relationships to positively influence and enhance the operational environment. | **Essential** | **Practical / Interview** |
| Excellent role model with the potential to provide coaching leadership | **Essential** | **Practical / Interview** |
| Excellent communication and interpersonal skills with the ability to build rapport and trust with a range of people. | **Essential** | **Practical / Interview** |
| A team player with the ability to self-lead, take responsibility and show accountability for themselves. | **Essential** | **Interview** |
| Respectful of others and open to collaboration across the sport and UK High Performance System. | **Essential** | **Interview** |
| Ability to work in a fast paced, dynamic environment and to remain positive but focussed under challenge and change. | **Essential** | **Interview** |