



**BRITISH
FENCING**

JOB DESCRIPTION

**HEAD PERFORMANCE
COACH - PARALYMPIC**

BRITISH FENCING

JULY 2025

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ABOUT BRITISH FENCING

British Fencing is the National Governing Body for the Olympic and Paralympic sport of fencing in the United Kingdom.

Our members are the fencers, clubs, coaches, referees and countless volunteers who make up the British Fencing community. We aim to support them on every step of their development journeys, helping them to realise their goals in a safe, enjoyable and respectful environment. We support all ability levels: beginners, recreational fencers as well as elite international, Olympic and Paralympic athletes.

We understand the vital importance of accessibility, inclusivity and diversity, which we actively promote through our programmes. We believe that fencing is for everyone and through our social impact programmes, we aim to deliver a positive impact on people's lives.

THE ROLE

The Head Performance Coach will be responsible for overseeing the coaching programmes for designated athletes in both the Paralympic and Olympic performance programmes. This will include supporting the development of appointed programme coaches and where appropriate, athletes' personal coaches in the design, development and delivery of an athlete's Individual Performance Plan (IPP).

The Head Performance Coach will act as the GBR coach for team events and be responsible for the coaching delivery during major international events, providing direct support to both individual athletes and their coaches in the competition environment to achieve the high-performance outcomes as identified in the world class plan.

The Head Coach will oversee, direct and deliver the daily training programme in the National Fencing Centre in Bath and be responsible for creating a high-performance environment by planning, agreeing and communicating weekly activities in advance with the athletes, coaches (including personal coaches), sparring partners and support service providers.

It is expected that the Head Coach will be committed to their own personal development where areas for support are identified through the annual performance review process, and where the ever-evolving high-performance environment creates a need for adaptation and change.

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

- Working with the Head of Performance Development to deliver the world class plan and oversee athlete IPPs aligned to Paralympic medal targets.*
- Contributing to an optimal preparation programme, culture and environment for named Paralympic athletes that enhances and evolves the plan.*
- Providing competition coaching and developing a competition environment for named Paralympic athletes that achieves the medal targets.*
- Working with the Head of Performance Coaching to develop the programme and personal coaches of individual athletes aspiring to qualify for LA 2028.*

The Head Performance Coach will be a good communicator with advanced planning and management skills, capable of working as part of a senior performance management team.



KEY OBJECTIVES

- *Overseeing the design, development and delivery of Paralympic athlete programmes that maximise tactical, technical, physical and mental effectiveness in the high-performance environment.*
- *Ensuring the delivery of an aligned athlete IPP, agreed with programme and personal coaches within the World Class Programme.*
- *Leading and managing the coaching provision for all Paralympic athletes during international competitions and playing a key role in promoting a positive team environment.*
- *Leading the coaching provision in the daily training environment at the National Centre.*
- *Creating positive and collaborative relationships with all the coaches (including personal coaches), support staff and athletes engaged in the programmes.*
- *In conjunction with the Head of Performance Development, contributing to the UK Sport reporting requirements identified in the grant funding agreement .*

MAIN TASKS AND ACTIVITIES

The Head Performance Coach will be responsible for:

PLANNING:

- *Contributing to the strategic planning process centred on key milestone events through the Los Angeles cycle, designed to ensure that athletes' and teams' performances peak at targeted events i.e. European, World, Olympic and Paralympic.*
- *Planning and leading coaching activity in the daily training environment, training camps and competitions.*
- *Planning and delivering a clear and well understood coaching framework aligned to individual athlete development needs.*
- *Working with the Head of Performance Development to plan and identify additional coaching and facility requirements aligned to programme and athlete development needs.*
- *Planning and preparing competition strategies and tactics for key milestone events and communicating these effectively with athletes (including personal coaches), coaches and staff.*

MONITORING AND EVALUATION:

- *Implementing a performance profiling and needs analysis process to monitor the impact of IPP and their future development.*
- *Providing direction and support to service providers in the use of data gathering testing and measurement tools and their impact and effectiveness.*
- *Leading monthly, quarterly and annual athlete reviews (including programme coaches and personal coaches) to monitor athlete development and identify future programme direction.*
- *Liaising and communicating effectively with remote athletes and coaches (including personal coaches) over their programme delivery and impact and then providing support and guidance.*
- *In conjunction with the Head of Performance Coaching, conducting annual reviews with programme coaches to assess delivery and future development opportunities.*
- *Utilising a database of competition and performance results to check if athlete performance is on track.*

COACHING:

- *Providing world class coaching provision across all disciplines of Para Fencing for WCP supported athletes.*
- *Supporting the provision of world class coaching to nominated Progression athletes.*
- *Managing and coordinating the activity of all coaches and sparring partners delivering to programme athletes.*
- *Agreeing and coordinating the coaching programme so that it is aligned with the inputs from support staff and service providers.*
- *Leading technical reviews in conjunction with the support staff and coaches.*
- *Leading tactical reviews in conjunction with the support staff and coaches.*
- *Liaising closely with the medical team over return to training and competition protocols and implementing effective IPPs accordingly.*
- *Integrating physical development plans within the overall coaching programme.*

LEADERSHIP AND MANAGEMENT:

- *Acting as team manager at specified international competitions.*
- *Supporting the development of programme and progression coaches.*
- *Contributing to the strategic development of the programmes in conjunction with the Head of Performance Development and Head of Performance Coaching.*
- *Contributing to team cohesiveness and development through good communication and organisation with team members across the Paralympic programme.*
- *Representing the interests of British Fencing with international stakeholders at international competitions and ensuring that the governing body is held in high esteem.*
- *Supporting the Performance Leadership Team to ensure the delivery of a world class service to all performance athletes.*



PROGRAMME SUPPORT:

- *Contributing to the design and delivery of research and innovation projects aligned to programme development and targets.*
- *Contributing to system feedback and monitoring processes such as culture health checks, UK Sport mission reviews and annual investment review processes.*
- *Liaising with British Fencing staff and supporting activities which underpin Olympic and Paralympic success such as classification, competition delivery, pathway initiatives, equipment purchase and provision, etc.*
- *Contributing to the development and implementation of selection policies.*
- *Participating in selection meetings (Olympic and Paralympic).*
- *Working with the Performance Athlete Support Coordinator (PASC) to:*
 - *Ensure that training and competition bookings are made.*
 - *Ensure that athletes are entered into competitions correctly and on time.*
 - *Advise on equipment maintenance and requirements at the National Centre.*

PERSONAL DEVELOPMENT:

Working in conjunction with the Head of Performance Coaching.

- *Committing to ongoing personal development across both technical and professional skills through formal initiatives and day-to-day processes.*
- *Remaining up to date with the rules and regulations of the sport.*
- *Adhering to the policies and procedures of British Fencing inherent in undertaking the role of Head Performance Coach, such as safeguarding, health and safety and child protection, and to ensure that they are up-to-date by the start of each calendar year.*

Other:

- *Undertaking any other duties as requested by the Head of Performance Development.*



KEY RELATIONSHIPS

- *Head of Performance Development*
- *Head of Performance Coaching*
- *World Class Programme and Progression athletes*
- *Coaching team - programme and personal coaches*
- *Support service providers*
- *Paralympic and Olympic team leaders*
- *Performance Leadership Team*
- *NGB colleagues*
- *Key stakeholders*

KEY OUTCOMES

The Head Coach will be measured on the successful delivery of the:

- *World Class Programme milestone targets.*
- *Athlete progression targets across within the Para Fencing programme.*
- *Successful delivery of IPP goals and objectives.*

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.



PERSON SPECIFICATION

COMPETENCY AREA	ESSENTIAL/ DESIRABLE	ASSESSED BY
Qualifications		
<i>Degree level (or equivalent) in coaching / sport science or a related area, specialising in preparation and performance of elite athletes.</i>	<i>Desirable</i>	<i>Sight of certificates</i>
<i>Fencing coaching qualification in line with GB international standards at Level 3 or above.</i>	<i>Essential</i>	<i>Sight of certificates</i>

Experience (5-8 years in elite fencing)		
Over 5 years' experience in the provision of high-performance coaching of fencing at an international level.	Essential	Interview
Experience coaching wheelchair fencing at an international level.	Essential	Interview
Experience working with athletes with disabilities throughout the performance pathway to include elite athletes performing at international events.	Essential	Interview
Experience of performance planning over a Paralympic cycle, including athlete IPP development supported by athlete and event analysis which informs the coaching process.	Essential	Interview
Experience of working within a multi-disciplinary team in a high-performance environment.	Desirable	Interview
Experience of preparing athletes for and performing at major events (World Championships, European Championships, Olympic and Paralympic Games).	Desirable	Interview
Experience of coaching and supporting medal winning performances at World Championships, Olympic and Paralympic Games.	Desirable	Interview



Knowledge and Skills (5-8 years in elite sport)		
<i>In-depth understanding of the performance demands of Olympic and Paralympic level fencing.</i>	<i>Essential</i>	<i>Practical /Interview</i>
<i>An understanding of the needs of elite para athletes in a high-performance environment.</i>	<i>Essential</i>	<i>Practical /Interview</i>
<i>Knowledge and application of world / national level standards and practices in wheelchair fencing across all three weapons.</i>	<i>Desirable</i>	<i>Practical /Interview</i>
<i>Excellent technical and tactical knowledge and the ability to apply this within a coaching session.</i>	<i>Essential</i>	<i>Practical</i>
<i>Excellent knowledge of coaching style and methodology to vary approach based on athlete needs.</i>	<i>Essential</i>	<i>Practical</i>
<i>Knowledge of how to adapt to athletes' individual needs including the integration of performance support services to bring about performance gains.</i>	<i>Essential</i>	<i>Interview</i>
<i>Ability to vary personal style and develop the necessary relationships to positively influence and enhance the environment in which they operate.</i>	<i>Essential</i>	<i>Practical /Interview</i>
<i>Excellent role model with the ability to provide coaching leadership as well as promote confidence and independence within others.</i>	<i>Essential</i>	<i>Practical /Interview</i>
<i>Excellent communication and interpersonal skills with the ability to build rapport and trust with a range of people.</i>	<i>Essential</i>	<i>Practical /Interview</i>
<i>A team player with the ability to self-lead, take responsibility and show accountability for themselves.</i>	<i>Essential</i>	<i>Interview</i>
<i>Respectful of others and open to collaboration across the sport and UK High Performance System.</i>	<i>Essential</i>	<i>Interview</i>
<i>Ability to work in a fast paced, dynamic environment and to remain positive but focused under challenge and change.</i>	<i>Essential</i>	<i>Interview</i>
<i>Ability to plan and communicate to athletes, coaches and support staff in advance a weekly training schedule based on athlete development plans.</i>	<i>Essential</i>	<i>Interview /Evidence</i>
<i>Ability to direct and deliver effectively a weekly training schedule alongside coaches and support staff.</i>	<i>Essential</i>	<i>Interview /Evidence</i>

HOW TO APPLY

To apply for the role, please email your CV with a brief cover letter (ideally as one document) to: recruitment@britishfencing.com.

If you would like to discuss the role or the application, please email us on the same email address to arrange a call or ask a question.

We welcome applications from all sections of the community, regardless of age, race, colour, sex, marital status, religion, ethnic origin, nationality, disability or sexual orientation.

Remuneration: £40- £45k

Contract type: Full time (0.8fte Paralympic, 0.2 fte Olympic)

Technical lead: Head of Performance Development

Hours of work: Such hours as necessary to carry out your duties. This will involve a minimum of 37 hours per week and will include regular working outside normal office hours at evenings and weekends and on Public Holidays.

Location: The normal place of work is Bath. This role will require you to travel and work at other satellite training centres. It will also require you to attend both international and national competition and training camps as agreed with the Head of Performance Development.

Closing date: 20th July 2025

Interview date: 13th and 14th August 2025

Please note, this role does not include an offer of visa sponsorship.

