



**BRITISH
FENCING**

JOB DESCRIPTION

***ASSISTANT PERFORMANCE
COACH - PARALYMPIC***

BRITISH FENCING

JULY 2025

CONTENTS

About British Fencing 1

The Role 2

Person Specification 5

How to Apply 7

We want to ensure that everyone has the opportunity to receive clear, understandable information from British Fencing. If you require this document in an alternative format, such as a Word document or an audio version, please contact recruitment@britishfencing.com.



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

This role involves delivering individual development plans to funded athletes on the Wheelchair Fencing World Class Programme (WFWCP) and supporting the athlete development programme in the WCF Paralympic and the Olympic pathway. This includes overseeing the annual training programme and participating in reviews, delivering personal 1:1 coaching to assigned WFWCP funded athletes, providing sport specific direction and working effectively in the Paralympic pathway 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 in the Paralympic programme through:

- Working with the Head of Performance Development and Head Performance Coach to deliver the LA performance plan and individual athlete plans aligned to the LA 2028 Paralympic medal targets.*
- Contributing to an optimal performance 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 contributes to the achievement of 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 athlete coaching plan for the WFWCP that is aligned to ‘winning’ principles and tailored to individual athlete development needs.*
- *Engage in and support the delivery of 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.*
- *In conjunction with the Head Performance Coach, deliver competition strategies and tactics that deliver key milestone event targets.*
- *Support the management of a database of competition and performance results and monitor processes that check performance is on track.*
- *Where required, plan and support training camps for key milestone events.*
- *Contribute to the coordination of the annual calendar, weekly training plans and session plans for named WFWCP athletes.*
- *Communicate with and support the delivery of performance support staff associated with the WFWCP athlete plans.*
- *Assess and communicate wheelchair fencing specific equipment needs for named WFWCP athletes as part of the IADP review process.*

- *Work with HoPD, HPC 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 the WFWCP administration team to arrange entry and travel to international events.*
- *Work with the HoPD and HPC to align selection policies to WFWCP targets and the Los Angeles 2028 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 programme monitoring processes including culture health check, UK Sport mission review process and annual investment review process.*
- *Support the coaching activity identified in the Paralympic and Olympic pathway.*
- *Reinforce the high-performance coaching processes being introduced by the Head of Performance Coaching through coaching practise and delivery.*

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.

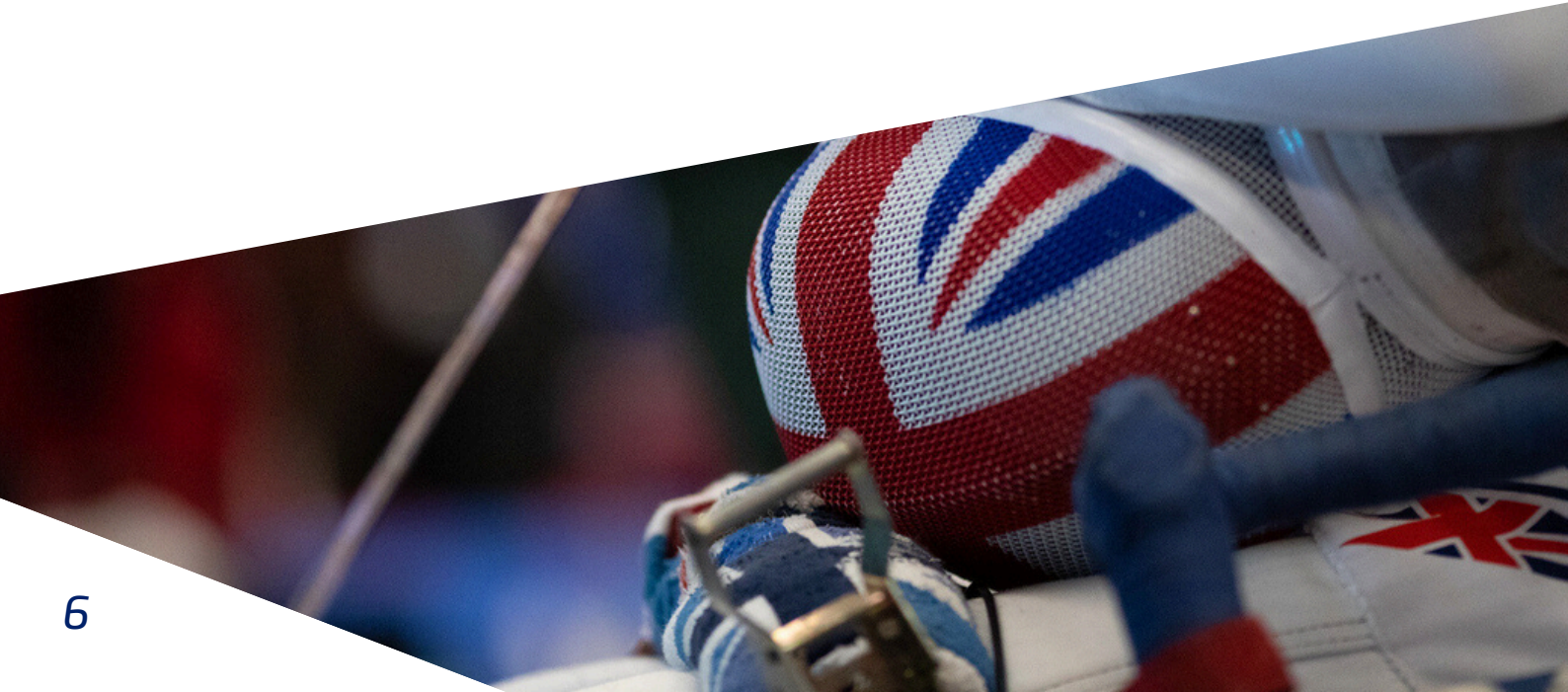


PERSON SPECIFICATION

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 UK Coaching standards, minimum Level 2 Development Coach, or an international equivalent.</i>	<i>Essential</i>	<i>Sight of certificates</i>

Assistant Performance Coach - Paralympic

Experience (min 2 years in the elite coaching or competition environment as a performer and/or coach)		
<i>Coaching experience at a high-performance level.</i>	<i>Desirable</i>	<i>Interview /Application</i>
<i>Working with wheelchair fencers including elite athletes performing at international level.</i>	<i>Desirable</i>	<i>Interview /Application</i>
<i>An ability to deliver, evaluate and modify individual athlete plans resulting from event analysis which informs the coaching process.</i>	<i>Desirable</i>	<i>Interview /Application</i>
<i>An ability to work as part of a multi-disciplinary team in a high-performance environment.</i>	<i>Desirable</i>	<i>Interview /Application</i>
<i>Evidence of preparing and supporting wheelchair fencers for performing at major events (World Championships, European Championships, Paralympic Games).</i>	<i>Desirable</i>	<i>Interview /Application</i>
<i>Evidence of supporting medal winning performances at major championships as part of a coaching team.</i>	<i>Desirable</i>	<i>Interview /Application</i>



Knowledge and Skills (min 2 years in elite sport)		
<i>An understanding of the performance demands of international level fencing including wheelchair fencing.</i>	<i>Essential</i>	<i>Practical /Interview</i>
<i>An understanding of the needs of elite fencing including wheelchair fencers in a high-performance environment.</i>	<i>Desirable</i>	<i>Practical /Interview</i>
<i>Knowledge and application of world/national level standards and practices in fencing and wheelchair fencing across all three disciplines.</i>	<i>Desirable</i>	<i>Practical /Interview</i>
<i>Technical and tactical knowledge across all three disciplines and the ability to apply this within coaching sessions.</i>	<i>Desirable</i>	<i>Practical</i>
<i>An awareness of coaching styles and methodology to vary approaches based on athlete needs.</i>	<i>Desirable</i>	<i>Practical</i>
<i>An awareness of how to adapt to athletes' individual needs including the integration of performance support services to bring about performance gains.</i>	<i>Desirable</i>	<i>Interview</i>
<i>An awareness of how to vary personal style and develop the necessary relationships to positively influence and enhance the operational environment.</i>	<i>Essential</i>	<i>Practical /Interview</i>
<i>Excellent role model with the potential to provide coaching leadership.</i>	<i>Essential</i>	<i>Practical /Interview</i>
<i>Excellent communication and people skills with the ability to build rapport and trust with a range of people.</i>	<i>Essential</i>	<i>Practical /Interview</i>
<i>A collaborator 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>

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.

Salary scales: £32-35k per annum (pro rata 0.6fte £19 - 21k)

Duration: Permanent

Reporting to: Head of Performance Development

Technical Lead: Head Performance Coach

Hours of work: Such hours as necessary to perform your duties. This will involve a minimum of 22.5 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 will be either the University of Bath or London area, 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 Head of Performance Development and Head Performance Coach.

Closing date: 25th July 2025

Interview date: 18th August 2025

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

