

# NATIONAL SQUAD HEAD COACH

## VOLUNTARY ROLE DESCRIPTION



### Why Do We Need You?

- **Performance Standards:** To drive performance standards to enable increased success of our National England Squads on the world stage.
- **Leadership:** To provide strong leadership for each of our National England Squads.
- **Coaching:** To deliver in person expert technical and tactical coaching to our athletes.
- **Athletes:** To ensure the ongoing development, wellbeing and performance of athletes.
- **Workforce:** To work in collaboration with other coaches and staff to promote the “One England” professional culture, which is key to the success of the England Touch Performance Programme.
- **Environment:** To maintain a positive and professional coaching environment that promotes both the physical and psychological welfare of athletes.
- **Vision & Strategy:** To ensure your vision and strategy aligns with the key strategic priorities of England Touch.

### What You'll Do

- **Recruitment:** Assist the High Performance Appointments Panel with the appointment of up to two Assistant Coaches and one Team Operations Manager for your National Squad.
- **Talent Identification:** Formally identify talent at the primary talent ID event in the domestic calendar: National Touch Championships and/or Junior National Touch Championships; as well as informally at National Touch Series, Regional Touch Series and other domestic events.
- **Athlete Selection:** Collaborate with the other Opens Head Coaches and High Performance Panel on the selection of talented athletes into the appropriate squads for the upcoming campaign (from initial squads to selected representative teams), as well as working together on succession planning for athletes within the 2025-2028 Performance Cycle.
- **Environment:** Agree clear values/behaviours/expectations of athletes and staff from the outset.
- **Game Planning:** Produce a Game Plan for each competition within the cycle and be prepared to share and discuss your Game Plan with athletes, coaches, coach developers, analysts and the Head Coach of Team England. Ensure that the objectives of the Game Plan are aligned with the strategic priorities of England Touch and all athlete and staff roles are clearly defined.
- **Session Design:** Co-create a structured training programme and detailed sessions plans to deliver at Performance Camps and ensure timely communication of plans in advance of camps.
- **Coach Development & Mentoring:** Present Continued Professional Development (CPD) modules/workshops on key technical/tactical game areas and/or other areas of coaching.
- **Reporting:** Provide information, reports and risk assessments to the Performance Leadership Team as required in a timely manner and within agreed deadlines.
- **Feedback:** Collaborate with coaches/staff to provide regular in-game/training feedback on athlete performance and formal written feedback for athletes post selection and post competition. Ensure there is opportunity for the athletes' voices to be heard during this process also.
- **Review:** Review the performances of your Assistant Coaches and Performance Support Staff.
- **Welfare:** Support athlete and staff wellbeing by promoting a safe and supportive training and competition environment.

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## Who You Are

### Qualifications:

- England Touch Association (ETA) or Federation of International Touch (FIT) Coaching Qualification (Level 2) is essential for Opens Head Coach roles, with an ETA or FIT Level 1 Coaching Qualification being the essential requirement for all Youth, Seniors and Masters Head Coach appointments. Note that it will be mandatory for all Head Coaches to attain the ETA or FIT Level 2 Coaching Qualification during the 2025-2028 Performance Cycle.
- Current Disclosure & Barring Service (DBS) Certificate is essential for Youth and Opens Head Coach roles and desirable for Seniors and Masters Head Coach roles. All successful candidates must be prepared to go through the DBS certification process.
- Current First Aid Qualification
- Completed Continued Professional Development (CPD) Modules and Workshops in Touch and/or similar sports is desirable.
- Completed coaching qualifications from other sports or general coaching qualifications or modules (e.g. delivered by UK Coaching or similar) is desirable.

### Skills & Experience:

- Exceptional leadership skills with the ability to inspire and motivate athletes and staff.
- Strong management skills with the ability to build positive relationships with staff, delegate tasks and manage conflict.
- Strong technical and tactical knowledge and understanding of Elite Touch.
- Strong contemporary game knowledge and understanding (i.e. awareness of current trends).
- Ability to demonstrate analytical thinking in order to assess athlete, team and opposition performances and identify areas for improvement.
- Understanding of the strengths and weaknesses of England Touch's key opponents.
- Strong organisational skills with excellent attention to detail.
- Ability to cope with pressure/change and maintain a positive approach to your coaching.
- Strong verbal and written communication skills.
- Ability to represent England Touch and communicate effectively with the media, sponsors and any other key stakeholders.
- Willingness to participate in coach and personal development opportunities.
- Commitment to upholding England Touch's policies, in particular the Code of Conduct.

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### Role Details

<b>Department</b>	Coaching Pathways & Performance
<b>Supported by</b>	Head of Coaching and Pathways & Performance Leadership Team
<b>Supporting</b>	Athletes, Assistant Coaches of your Squad, Performance Support Staff of your Squad and Pathway Coaches.
<b>Hours</b>	Between 5-10 hours of planning and review work weekly with an increase in hours pre, during and post international tournaments - with an understanding that online evening meetings and weekend camps and tournaments (including weekdays and weekends) is included in this role.
<b>Role Duration</b>	From appointment until the end of the 2025-2028 Performance Cycle, culminating with the Touch World Cup 2028 in New Zealand, including the review process post event. Note that this is a performance related role, which will be reviewed and renewed by the High Performance Appointments Panel following every individual competition in the cycle.
<b>Expenses</b>	Pre-approved expenses (travel, accommodation, etc) for training/tours.
<b>Location</b>	Work from home and various other locations as required and agreed. Preferably UK based as attendance at camps, competitions and events is essential.

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## APPENDIX A - ADDITIONAL INFORMATION FOR OPENS HEAD COACH ROLES

England Touch is entering an exciting new chapter in its High Performance journey. With the international calendar now defined through to the 2028 Touch World Cup in New Zealand, we have a clear pathway to prepare our athletes and teams for the challenges ahead. At the heart of this journey are our Opens Head Coaches - leaders who will inspire, mentor, and drive excellence within their squads.

This role is more than coaching on the field, it is about building culture, fostering athlete development, and setting standards that empower athletes to perform at their best.

This outlines what we are looking for in these leaders, the responsibilities they will carry, and the vision they will help shape as we take England Touch to the next level.

### Key Qualities

- **Technical & Strategic Expertise**
  - Ability to formulate vision and strategy, encompassing game plans, athlete roles, and coaching delivery.
  - In-depth technical and tactical knowledge with awareness of match dynamics, trends, and opposition tactics.
- **Communication & Feedback**
  - Deliver clear and timely feedback—both written and verbal—including performance reports, athlete assessments, and presentations.
  - Provide individualised coaching feedback during and post-session.
- **Collaboration & Leadership**
  - Collaborate effectively with High Performance staff and assistant coaches.
  - Lead and mentor staff and athletes, cultivating a high-performance, supportive culture.
- **Organisation & Well-Being**
  - Exhibit strong organisational skills and attention to detail while maintaining composure under pressure.
  - Ensure the holistic wellbeing of athletes—physical, emotional, psychological—and maintain safe training environments.

### Role Scope & Responsibilities

- **Selection & Planning**
  - Select training squads and touring teams; submit selections in a timely manner.
  - Develop and deliver comprehensive game and training plans.
- **Squad Culture & Preparation**
  - Instil squad culture through mission statements, values, and expectations, supported by sports psychologists.
  - Lead international competition preparations—including tour handbooks, timetables, role clarifications, and policy implementation.

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- **Communications & Compliance**
  - Manage communications across athletes, staff, media, parents, and sponsors.
  - Ensure compliance with data protocols, kit requirements, and logistic deadlines.
- **Review & Reporting**
  - Produce thorough end-of-campaign written reviews and athlete performance assessments.

### Specific to our Opens Head & Assistant Coaches

Alongside everything outlined above, we expect our Opens Coaches to be the leaders of the England Touch High Performance Programme. Below are areas we expect coaches to work within:

#### **(1) National Perspective: “One England, One Vision”**

- Every decision must reflect the ethos of "**One England**", prioritising what is best for the sport nationally.
- Align decisions with overarching High Performance strategic priorities to strengthen collaboration and sport development across regions.

#### **(2) Elite Leadership & Coach Development**

- Serve as leaders of the programme, mentoring and elevating performance across all levels—from Open squads to regional and youth coaches.
- Champion Continuous Professional Development (CPD), best practices in coaching, and a high-performance culture aligned with the **Coaching Excellence vision**.

#### **(3) Innovation & Competitive Advantage**

- Bring strategic foresight to enhance England Touch’s elite standing and performance edge.
- Drive innovation across training methodologies, athlete welfare, analytics, and game strategy.
- Be a forward-thinking coach who shapes not only on-field outcomes but also the future direction of the programme.

The Opens Head Coaches are defining roles for England Touch. These roles carry the responsibility of shaping culture, driving performance, and preparing our athletes for success on the international stage. The leadership and vision of those appointed will be pivotal in delivering long-term excellence for our sport.