



## TALENT DEVELOPMENT COACH

Status:	Full time
Remuneration:	Starting from £24,000 per annum
Department:	Coaching & Performance
Responsible to:	Head Coach & Talent Development Manager
Direct reports:	None
Location:	Ormesby TTC, Middlesbrough

The English Table Tennis Association is the National Governing Body for table tennis in England. The ETTA has recently undertaken complete review of its strategic direction including a significant restructure and governance review to align the organisation with new targets to March 2017 and beyond. This will coincide with a re-branding exercise and a relocation of Head Office function to Milton Keynes in March 2014. All these factors will signal a major change in the growth and development of table tennis in the years ahead.

### JOB SUMMARY:

The creation of Talent Development Centres is a new strategic project supported by Sport England. Ormesby TTC is one of the four founding TDCs. The role of Talent Development Coach will be to develop and deliver the ETTA Talent Development Centre programme in partnership with the host club, ensuring that a tiered performance pathway exists at local level, forming a strong base to the England Talent Pathway. The job holder will develop a core squad of 15-20 players aged 14 and under, providing high quality coaching and coordinating ancillary support and performance science. Players must train a minimum of 10 hours per week. Responsibilities are in summary:

- Head Coach to the talent development squad
- Work with and support/mentor a team of coaches
- Squad/Player profiling and periodisation
- Ensuring all aspects of player development (including technical, tactical, physical, psychological and lifestyle management) are delivered
- Coaching & Captaining at competitions where appropriate
- Supporting the development of 'feeder' clubs/activity
- Engage with appropriate external stakeholders to add value to the programme

### PRINCIPAL DUTIES:

- Lead the coaching delivery for the talent development squad (15-20 players). Contact time will vary according to the period of the season, with approximately 20 hours per week at times.
- Provide increased training time for the Talent Development Centre squad where appropriate.
- Establish and continually develop a process for identifying, developing and monitoring talented players (and coaches) in the club and local area.
- Establish, monitor and develop an appropriate strength & conditioning programme, and relevant fitness testing.
- Establish and support a team of volunteer or sessional paid coaches for delivery and provide an effective player to coach ratio.
- Provide mentoring support to coaches engaged with the Talent Development Centre Programme in the area.
- Engage with coaches working in talent development & high performance to ensure continuity within the ETTA player pathways.
- Manage the programme and staff time in order to deliver a flexible and effective timetable that achieves the aims & objectives of the ETTA Talent Development Programme.
- Monitor, track and evaluate the progress of players within the centre.
- Produce relevant reports for the Head Performance Coach where appropriate
- Develop a strong working relationship with the ETTA Area Development Team in order to fully understand the operational effectiveness of the region and its clubs, players and coaches and to support the Development strategies.
- Assist at ETTA performance competition, training, events/meetings (YDT, EYS etc.) as part of an on-going personal CPD programme where appropriate.
- Support local activity/feeder clubs to ensure appropriate quality and quantity of players entering the centre, leading/delegating delivery within each session/club.
- Establish and develop sport science and medicine provision where appropriate.
- Establish and develop relationships with external partners (e.g. County Sport Partnerships, Higher Education Institutions) to add value to the programme where appropriate.
- Promote and foster the recognition of table tennis within the local area.
- Promote a positive attitude to equality and use it as a core strand of all work by initiating positive action, particularly where under-representation is apparent.
- Undertake monitoring, evaluation and reporting functions as required.



Other duties may be required from time to time commensurate with the business of the ETTA.

## PERSON SPECIFICATION/KEY SKILLS

### Essential:

- UKCC Level 3 (either undertaking or completed) coach. Must hold ETTA Coach Licence with valid Safeguarding Children/First Aid qualifications
- GCSE (Grade A – C) in English Language and Maths or equivalent
- Recognised active involvement in Table Tennis coaching
- Experience of managing people
- Evidence of voluntary work, preferably in a table tennis context
- Practical experience of delivering coaching projects
- Good knowledge and understanding of ETTA England Talent Pathway
- Knowledge, understanding and experience of player profiling, performance analysis and periodisation
- Good understanding of ETTA club, league and county structures
- Good working knowledge of information technology.
- A 'self starter' able to work strategically without close supervision showing initiative
- Evidence of ability to work successfully in a team
- Ability to manage a heavy work programme, work to set priorities and achieve against targets and deadlines
- Evidence of high level of energy, adaptability and flexibility, resilience and tenacity
- Have effective communication skills (written and verbal including presentation and diplomacy skills)
- Have a positive attitude to equal opportunities
- Willingness to work a flexible working week including significant unsocial hours (evenings, weekends and school holidays) and to travel as reasonably required
- Possess a valid driving licence and have full use of a suitable vehicle

### Desirable:

- Degree level qualification in a sports related area, e.g. sports studies/science, physical education
- Knowledge and understanding of Talent Development principles and how it relates to Table Tennis
- Ability to negotiate and influence stakeholders and partner organisations
- Non smoker

The ETTA is an equal opportunities employer. A copy of the policy can be found on the ETTA website

The ETTA is committed to the best standards of care of children and as such this role will require a satisfactory DBS check. A copy of the ETTA Child Protection Policy can be found here on the ETTA website

December 2013