



**BRITISH SHOOTING**

## **WORLD CLASS PROGRAMME & GBR HEAD COACH – RIFLE (OLYMPIC)**

### **ADVERT HEADING**

Are you a world class Head Coach- Rifle who can lead a team of coaches and athletes to deliver world leading performances as part of our inspirational World Class system? We are looking for people with internationally recognised coaching qualifications, experienced in designing and delivering a high performance culture and who can release the potential of our coaches and athletes and achieve medal success and beyond. If you have the desire and passion to achieve world class acclaim in your coaching we would love to hear from you.

### **OVERVIEW AND PURPOSE OF THE POST**

British Shooting's purpose is to 'develop world leading people to deliver world leading performances. Supported by the National Lottery and UK Sport funding, British Shooting aims to deliver an inspirational World Class system that releases potential, drives sustained medal success and takes us beyond expectations.

As part of a new performance structure, British Shooting is looking to appoint a full time/ contract for services World Class Programme (WCP) and GBR Rifle Head Coach (Olympic). The principle role will be to lead the delivery of an inspirational coaching programme to athletes identified on the WCP and GBR teams that enables athletes to deliver medal success at major internationals, Tokyo 2020 Olympics and beyond.

The WCP & GBR Head Coach will operate within the GB Performance Pathway, supporting and developing male and female athletes as part of a multi-disciplinary team. They will also lead, inform and support the implementation of the British Shooting performance strategy and develop a unified high performance culture that is focused on becoming world leading,

**JOB TITLE:** World Class Programme and GBR Head Coach – Rifle (Olympic)

**Responsible to:** British Shooting Performance Director (Olympic)

**Responsible for:** World Class Programme and GBR Teams – Rifle (Olympic)

**Commitment:** Full time/ contract for services (tbc)

**Remuneration package:** Competitive salary and benefits offered

**Contract period:** April 2017 – March 2021.

**Location:** WCP locations as determined within the UK and internationally



## **DUTIES AND RESPONSIBILITIES**

### **1. Coaching**

- To lead and work in partnership with the WCP/ GBR coaching and support staff to plan and deliver a systematic programme of coaching and support to identified athletes across the world class system.
- To work as part of a multi-disciplinary team, ensuring each WCP athlete has an Athlete Development Plan (ADP), which is continuously monitored against agreed targets using relevant data to ensure that potential is maximised.
- To coach and manage WCP (Podium, Podium Potential, GB Academy Programme (GBAP), GBR squads and GBR team athletes in accordance with training and competition plans.
- To enhance and lead a unified high performance culture and training environment, challenging and supporting athletes and the performance team to achieve their goals
- To design and deliver a holistic programme to GBR athletes, which is informed by the British Shooting development framework.
- To provide technical guidance to the Troops 2 Target programme with the British Military
- To support home nation performance programmes

### **2. Management and Administration**

- To help lead, inform and deliver the strategy that develops British Shooting into a world leading shooting nation and achieves its objectives.
- To provide leadership and line management (if applicable) to the other coaches in the WCP and GBR teams.
- To develop an annual plan, budget and agreed work programme to deliver the WCP and individually agreed KPI's.
- To contribute to the development of the GBR Performance Pathway and respective Home Nation Talent Pathways.
- To establish a British Shooting development framework in partnership with the performance team – 'The GBR way' to develop world class athletes
- To work in partnership with the British Shooting performance team to design and deliver coach development opportunities for coaches across the GBR performance system.
- To keep detailed and up to date records and reports, reviewing athlete progress and the impact of the WCP on British Shooting objectives.
- To assist, inform and undertake WCP and GBR team selection as required.
- To undertake scouting responsibilities to identify, track and monitor athletes.
- To ensure timely and efficient return of evaluation reports/ scouting reports/ quarterly reports and other required information to British Shooting.
- To line manage any other rifle coaches in the WCP
- To keep abreast with British Shooting policies and procedures, including selection policies and ensure these are clearly communicated to athletes, coaches, clubs and parents.



### **3. Other duties**

- To undertake any other duties and responsibilities that may be required to ensure that British Shooting can achieve its objectives.
- To develop and manage relationships as required with external and internal partners and stakeholders
- To support, develop and where applicable mentor the coaching team in the WCP and respective Home Nations talent pathways.
- To lead by example and work with British Shooting performance team and stakeholders to further develop a cohesive, professional, high performance environment and culture

### **Key relationships**

- British Shooting Performance Director
- British Shooting Talent Pathways Manager
- British Shooting Performance Operations Manager
- World Class Programme and talent pathway coaches and support staff
- Home Nation Performance Programme Coaches
- Home Nation Performance Programme coaching, management and support staff
- Sport England, Sport Wales, Sport Scotland, Sport Northern Ireland personnel
- UKSport personnel
- Talent environments (e.g. military, Cadets, Scouts, clubs, pony club, schools)

### **Guidance Notes**

The post-holder's duties must at all times be carried out in compliance with British Shootings' Equal Opportunities Policy, Safeguarding and Protecting Children Policies and the British Shooting Coaches Code of Conduct.

In addition you must ensure the health and safety of all staff, volunteers, personnel and resources within your duties and in your personal responsibilities as per the requirements of the Health and Safety at Work Act 1974.

### **PERSON SPECIFICATION**

#### **EXPERIENCE**

- Proven experience of coaching at the highest level and achieving world-class results at an international level in Olympic rifle shooting
- Proven experience of developing a sustainable high performance culture, system and training environment
- Demonstrable experience of planning, organising and implementing athlete development plans as part of a WCP
- Proven experience of working within a multi-disciplinary high performance team to ensure optimal athlete preparation and performance



- Holds an internationally recognised coach qualification e.g. ISSF B license or above.
- Experience of providing expert solutions for athletes using technical data.
- Outstanding technical knowledge of shooting and of techniques, tactics, coaching trends and international developments.
- Knowledge of leading trends in coaching, including coaching science, practices and the appropriate application of technology tools within a high performance environment.
- Ability to lead and inspire others to achieve goals and enable British Shooting to be a world leading shooting nation.
- IT skills sufficient for role eg technical databases, email, word for reporting etc.
- Ability to thrive in a pressured environment, often overseas and for long periods of time.
- Knowledge and understanding of the needs of elite coaches, preparing athletes for international competitions.
- Experience of developing and delivering coach development initiatives
- Experience of developing and mentoring a coaching team
- Experience of planning, implementing, managing and monitoring complex programmes of work and reporting (ideally to Board level).
- Experience of managing people and budgets.
- Excellent problem solving and decision making skills.

#### **SKILLS AND BEHAVIOURS REQUIRED**

- Able to demonstrate they have a clear vision for the development of rifle shooting and are able to develop a strategy as part of the British Shooting leadership team.
- Demonstrates a passion for the sport and an ability to motivate and energise others.
- Supports and leads British Shooting values and vision to develop world leading people to deliver world leading performances
- Able to build effective relationships with athletes, coaches, staff, parents/carers and volunteers.
- Solves problems creatively and proactively by identifying the problem, open to learning, evaluating the alternatives and finding innovative solutions that will make a winning impact.
- Makes controlled responses in stressful situations, such as when faced with negative responses or excessive workload.
- Able to produce reports on the progress of athletes and the effectiveness of the programme.
- Good command of the English language and an effective communicator both verbally and in writing
- Sets high standards for self and others and is an ambassador of British Shooting.
- Able to manage their own, and where relevant other people's work programme effectively, aligned to the resources available to achieve agreed targets
- Expresses both verbally and written, ideas and information in ways that are



appropriate, accurate and concise.

**To apply**

To apply, please email [secretary@britishshooting.org.uk](mailto:secretary@britishshooting.org.uk) with your CV and a covering letter by the 1<sup>st</sup> February 2017.

Interviews will take place over the 13<sup>th</sup> and 14<sup>th</sup> February 2017

British Shooting are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

For further information on the role, and in confidence, please contact the British Shooting Performance Director (Olympic), Steven Seligmann, at:  
[steven.seligmann@britishshooting.org.uk](mailto:steven.seligmann@britishshooting.org.uk)