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**BRAVE Academy Centres - Twelve Lead Coaches Required**

Scottish Hockey is seeking to appoint Lead Coaches for our Brave Academy Centres. Each Centre will initially be based in Glasgow, Edinburgh and Dundee, with an ambition to establish a further Centre in Aberdeen in future. Lead Coaches are required at two stage groups (Emerging and Aspiring) in each gender at all three Centres. Applicants should clearly state which Brave Academy Centre location they are applying for, noting any preferences for stage or gender. You may choose to apply for more than one role. Please see below outline terms and role descriptor.

| Title | Brave Academy Centre Lead Coach |
| --- | --- |
| Location | Dundee - Glasgow - Edinburgh |
| Contract Time | October 2021 - September 2022 |
| Contracted to | Scottish Hockey |
| Contractual status | Self - Employed |
| Remuneration | TBA (£20-£25 per hour based on experience / qualifications) |
| Responsible to  | National Talent Stage Lead Coach |
| Closing Date | 19/09/21 |

**ACADEMY CENTRES**

The purpose of the Brave Academy Centres is to build on the good work already being done across the country in Schools, Clubs and Districts to support our talented emerging and aspiring hockey athletes. They will form the basis of a talent and performance system that ultimately aims to bring consistent international success for Scotland, by helping to broaden the base and increase the number of players capable of playing international youth hockey at the highest level. The Centre Programme will comprise of between 40-50 hours on-pitch contact time in a combination of mid-week and weekend sessions, with a notional amount of additional hours built in to any agreement.

The outline calendar for phase one of the Academy Centre will include up to eight midweek evening sessions between October and December, with the potential for four additional competitive fixtures on Sundays. This will be followed by a further four monthly Sunday sessions in phase two in early 2022. There will also potentially be a small combined Academies fixture programme in the summer of 2022, to be agreed separately, depending on opposition availability.

**ROLE SUMMARY**

Scottish Hockey is looking for inspirational coaches who can:

* Demonstrate a commitment to the BRAVE Coaching Principles
* Deliver quality coaching to that engages and excites our emerging and aspiring athletes
* Create challenging and supportive environments that optimise learning
* Help develop a culture of continuous improvement
* Support players to take ownership of their game understanding and development
* Take an integrated approach to developing technical, tactical, physical and psychological skills
* Build effective and sustainable relationships with and around players to best support their needs

To be eligible, candidates must hold a GB Hockey ‘Coach’ qualification or equivalent - or be able to demonstrate relevant prior experience and a clear commitment to undertaking the ‘Coach’ qualification and any other required learning at the soonest possible opportunity.

**KEY RESPONSIBILITIES**

* In conjunction with the Talent Stage Lead, identify key focus areas for the relevant Academy Centre Stage, in accordance with the BRAVE Characteristics and Game Philosophy
* Lead a coaching team to plan and deliver Academy Centre activity in alignment with the BRAVE coaching principles
* Lead the Academy Centre squad in competitive matches against other Academy Centres, prioritising player development over results
* Work with the Talent Stage Lead and Academy Manager to support the player transition to and from the Academy Centre environment as required
* Engage the Academy Centre coaching team in the planning and delivery of training sessions and matches
* Work with coaching staff at other Academy Centres to deliver combined training sessions and provide players with opportunities for pre-international level activity
* Work with the coaching team to provide feedback to players at pre-determined intervals throughout the programme
* Attend District and Scottish Hockey activity relevant to Academy Centre selection
* Ensure any player welfare concerns are reported in accordance with Scottish Hockey’s Ethics Manual
* Maintain and update all necessary records (e.g. contact details, medical information, etc.) in accordance with GDPR requirements
* Adhere to all of Scottish Hockey’s relevant Policies and Procedures

**OTHER DUTIES**

* Attend the Academy Centre induction at the beginning of the programme.
* Commit to personal growth and development by engaging with relevant CPD opportunities
* Establish and encourage regular contact with a player’s club and school environments, building relationships to best support a player’s developmental needs
* Carry out all relevant tasks in order to ensure the Academy Centre functions to provide the highest possible standard of player support

**ESSENTIAL QUALITIES**

* Self-aware, with an understanding of their motivation and committed to their own development
* Experience of leading a hockey programme.
* Evidence of coaching in talent development environments
* Able to lead a team of coaches and work collaboratively to plan and deliver exceptional talent development opportunities
* Capable of engaging with players, their parents and other coaches, to communicate information effectively in a range of mediums.
* Can exercise sound judgement, observe confidentiality and use discretion and initiative.
* Commitment to Academy Centre programme dates
* Understanding of the welfare needs and safeguarding requirements of young athletes within a talent environment

*This role requires membership of Disclosure Scotland’s PVG scheme, and evidence of qualifications or relevant experience.*

**TO APPLY**

Please send your CV with the role or roles you are applying for by midnight on Sunday 19th September to:

coaching@scottish-hockey.org.uk

Interviews will take place via Zoom at a mutually agreeable time, week commencing Monday 20th September.