Scottish Hockey

Job Description

Post Title:	Scotland Senior Men's Head Coach and Programme Lead
Main Purpose:	To lead the planning, implementation, delivery and review of the Senior Men's National Team and Men's Scottish Development Programme. This includes creating environments that consistently develop athletes capable of succeeding at the highest international level. The post holder will be responsible for the performance, culture and strategic direction of the Senior Men's programme, ensuring alignment with Scottish Hockey's Strategy, business plan, and approach to performance: *The Scotland Way*. The role will provide leadership across the men's performance pathway from SDP through to senior international level, ensuring clear athlete progression, consistent programme standards and effective talent transition into the Senior Men's National Team. The post holder will work collaboratively with the Lead Manager – Performance; Performance Pathway Lead; Coach Development Manager; Physical Performance Lead; and key external partners to deliver a world-class athlete development and performance environment.
Responsible to:	Lead Manager – Performance (LM-P)
Salary:	Circa £38k DOE
Office:	Glasgow National Hockey Centre
Hours:	37.5hrs pw
Key Areas of Work:	
Strategic Contribution	Contribute to the development and implementation of the Scottish Hockey strategy. Support delivery of key performance objectives and annual operating plans. Contribute to performance reviews, policy development and continuous improvement initiatives. Actively contribute to a positive culture across Scottish Hockey.
Operational Responsibilities	1. Senior Men's National Team (SMNT) Leadership Performance Leadership • Lead all aspects of the Senior Men's National Team programme.

	• Develop and implement the programme vision, philosophy and performance plan, working collaboratively across the Performance Team to ensure alignment with Scottish Hockey's strategy, business plan, and approach - The Scotland Way. • Establish and maintain a high-performance culture aligned to The Scotland Way, working collaboratively with the Performance Pathway Lead, and wider Performance Team to ensure consistency across the Performance Pathway. • Deliver international campaigns that maximise team performance and achievement, supported by effective operational planning and coordination. • Ensure clear standards of behaviour, accountability, and professionalism across the programme. • Lead the planning and delivery of annual training, competition and preparation programmes, working collaboratively across the Performance Team, and Competitions function. • Ensure athlete wellbeing, welfare and psychological safety remain central to programme delivery. • Lead the development and implementation of programme selection policies and decision-making processes in collaboration with the wider Performance Team. • Conduct regular Individual Athlete Plans (IAP's) and support performance reviews and development planning. • International Campaign Delivery. • Lead preparation for and participation at all major competitions, subject to agreed budgets and available resource capacity: EuroHockey Championships; FIH competitions; Commonwealth Games; Other targeted international competitions. • Lead tournament planning, competition strategy and support performance review processes. • Support the implementation of actions arising from programme reviews and performance evaluations. • Work closely with the Lead Manager - Performance to produce post-campaign evaluations and recommendations. • Work closely with Performance Admin in support of programme planning. 2. Men's SDP & U21 Programme Leadership • Lead the planning and support the implementation of the Men's Scottish Development Programme (including U21 activity), working collaboratively with programme staff and the wider Performance Team subject to agreed budgets and available resource capacity. • Ensure SDP/u21 programme operates as key components of the men's performance pathway, with the primary objective of developing athletes capable of progressing into the SMNT. • Establish and maintain alignment of playing philosophy, principles of play, performance behaviours and development priorities across SDP/u21 and Senior Men's programmes, consistent with The Scotland Way. • Work collaboratively with SDP/u21 coaching staff to create development environments that prepare athletes for the demands of senior international hockey. • Ensure athlete development, readiness and progression remain the primary measures of success across SDP/u21 programmes. • Recognise major championship and competition performance as an important vehicle for athlete development, learning and progression within the pathway.

	• Oversee athlete identification, selection and review processes across SDP/u21 programmes. • Support the transition of athletes from BRAVE, national stage groups and domestic performance environments into SDP/u21 and Senior Men's programmes. • Maintain visibility of emerging talent and succession planning requirements for the SMNT. • Contribute to the design and implementation of individual athlete development plans that support progression towards senior international performance. • Lead the annual review and evaluation of the Men's Scottish Development Programme against agreed athlete development, progression and programme objectives. • The Men's SDP/u21 programme exist primarily to develop future Senior International athletes. Whilst success at major age-group competitions remains important, these programmes will be designed and evaluated principally on their ability to prepare athletes for successful transition into senior international hockey. 3. Athlete Transition & Talent Identification • Provide leadership and expertise to talent identification activities relating to the men's performance pathway. • Work closely with the Performance Pathway Lead to identify athletes with long-term international potential. • Support transition planning for athletes moving from: BRAVE Programmes; National Stage Groups; SDP/u21 Programme; Domestic competition environments. • Maintain a clear succession planning process for the Senior Men's programme. • Contribute to national athlete profiling and tracking systems. 4. Performance Staff Leadership • Lead and manage the Senior Men's performance staff team. • Recruit, develop and support assistant coaches, team managers and programme support staff. • Foster a collaborative and high-performing interdisciplinary team environment. • Ensure staff operate consistently within agreed programme standards and expectations. • Contribute to workforce planning and succession planning across the men's programme. 5. Integrated Support Services • Work in partnership with the Physical Performance Lead and **sport**scotland to maximise athlete support provision. • Contribute to the planning and review of multidisciplinary support services. • Ensure support services align to programme performance objectives. • Support the development of athlete wellbeing and dual-career support systems. 6. Financial & Resource Management • Manage the Senior Men's programme budget. • Support the development of annual operational plans and resource allocation.

	• Contribute to the identification, development and stewardship of commercial partnerships that enhance the sustainability and performance of the Senior Men's programme. • Ensure all programme expenditure aligns with agreed budgets and governance requirements. • Work collaboratively with Scottish Hockey staff, partners and volunteers to secure additional programme investment, sponsorship and fundraising opportunities.
Monitoring	1. Regular meetings with Scottish Hockey's Lead Manager – Performamnce, Senior Men's and Women's Head Coach & Programme Leads and the Performance Pathway Lead 2. Fortnightly meetings with Head of Sport Development (University of Strathclyde) 3. Attendance at University Hockey Club AGM and one Committee Meeting per Academic Semester 4. **sport**scotland reporting 5. Weekly and monthly reporting of progress towards key areas of work.
Targets	To be agreed with the Lead Manager - Performance
Direct Reports	• Physical Performance Lead • Assistant Coach(es) - contractors • Team Manager - contractors • Programme-specific support staff and contractors • SDP staff - contractors
Stakeholder management	Build and maintain effective relationships with: • **sport**scotland • GB Hockey • FIH • EuroHockey • Clubs • Universities • Performance partners • Represent Scottish Hockey at national and international forums as required. • Support Scottish Hockey's strategic ambitions and reputation within the performance and wider sporting systems.
Measures and Targets:	Performance Outcomes • Achievement of agreed international competition objectives. • Improvement in world ranking and competitive performances. • Successful qualification for targeted major events. Athlete Development • Increase number of athletes progressing to GB. • Increased number of athletes progressing from SDP/u21 into SMNT. • Improved athlete retention and transition rates. • Positive athlete development and wellbeing outcomes.

	Programme Delivery • Effective delivery of annual performance plans. • Budget management within agreed parameters. • Positive athlete and staff feedback. Leadership & Culture • Positive contribution to Scottish Hockey staff team • Strong programme culture aligned to The Scotland Way. • Effective interdisciplinary working. • Positive contribution to Scottish Hockey's overall performance system.
	Measures and targets will be reported on and reviewed under the following: • Impact in the short and long-term • Partnership effectiveness • Programme management and delivery
Reporting	Prepare, submit and / or present reports as and when required, to include but not limited to: Scottish Hockey • Lead Manager – Performance • Scottish Hockey Board • Chief Executive Officer • Performance Pathway Lead
Projects	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. This may include undertaking special projects approved by the Lead Manager – Performance, which may be within or out with the key areas of work.

Apendix : ScottishHockey Performance System

The Scottish Hockey Performance System consists of:

Performance Programmes / Teams

Programmes whose primary purpose is to prepare athletes for and deliver international performance outcomes.

- Senior Women's National Team (SWNT)
- Senior Men's National Team (SMNT)
- Scottish Development Programme Women (SDP)
- Scottish Development Programme Men (SDP)

Collectively referred to as: Scottish Hockey Performance Teams or Performance Programmes

Pathway Programmes / Teams

Programmes whose primary purpose is athlete identification, development and preparation for progression into Performance Teams.

- BRAVE Programme
- Emerging Girls
- Emerging Boys
- Aspiring Girls
- Aspiring Boys

Collectively referred to as: **Scottish Hockey Pathway Programmes**

Performance Pathway
The complete athlete development journey from talent identification through to senior international hockey.

The Performance Pathway includes:

- BRAVE Programme
- Emerging Programmes
- Aspiring Programmes
- Scottish Development Programmes
- Senior National Teams

Visualised as: *BRAVE → Emerging → Aspiring → SDP → Senior National Team*