SCOTTISH HOCKEY

PERSON SPECIFICATION

Scotland Senior Men's Head Coach & Programme Lead

This specification sets out the experience, knowledge, skills and attributes required to lead the Senior Men's National Team and provide programme leadership across the Men's Scottish Development Programme (SDP/U21).

Criteria	Essential	Desirable
Qualifications & professional development	• Recognised hockey coaching qualification appropriate to leading a senior international performance programme, or demonstrably equivalent experience. • Commitment to ongoing professional development and reflective coaching practice. • Ability to meet Scottish Hockey safeguarding, safe recruitment and relevant training requirements.	• Advanced EHF/FIH or equivalent high-performance coach education. • Relevant qualifications or learning in leadership, athlete development or performance sport.
International coaching & performance experience	• Substantial experience coaching athletes and teams in high-performance hockey environments. • Demonstrable experience planning, delivering and adapting training and competition programmes against performance objectives. • Experience preparing teams for demanding competition environments and evaluating performance. • Strong technical and tactical understanding of contemporary international hockey.	• Head Coach experience at senior international level. • Experience at EuroHockey Championships, FIH events, Commonwealth Games or comparable major competitions. • Experience working within GB or home nations performance systems.

Programme leadership & athlete progression	• Experience providing direction to a performance programme and translating objectives into clear delivery plans. • Understanding of athlete development pathways, talent identification, succession planning and transition to senior international performance. • Ability to oversee fair, transparent selection processes and provide constructive individual athlete feedback and development planning. • Ability to align development and senior programme expectations while recognising the primary development purpose of SDP/U21 activity.	• Experience leading age-group or U21 international programmes. • Experience implementing athlete profiling, progression tracking or individual athlete plans.
People leadership, culture & welfare	• Experience leading coaches and working effectively with multidisciplinary performance support staff. • Ability to establish clear expectations, accountability, constructive challenge and a positive team culture. • Strong commitment to athlete welfare, safeguarding, inclusion and psychological safety. • Ability to communicate sensitively and effectively with athletes, staff and other stakeholders.	• Experience recruiting, mentoring or developing coaches and programme staff. • Experience supporting dual-career athletes and integrated athlete support services.
Financial & commercial management	• Ability to manage a programme budget, prioritise resources and operate within agreed financial controls.	• Experience securing or servicing programme sponsorship,

	• Ability to identify programme resource requirements and work collaboratively with organisational colleagues. • Confidence contributing to sponsorship, fundraising and partnership opportunities that support programme sustainability.	fundraising or external investment. • Experience working alongside business operations or commercial teams.
Collaboration, evaluation & organisational contribution	• Ability to work collaboratively with the Lead Manager – Performance and wider Performance Team to deliver agreed objectives. • Ability to provide evidence, coaching insight and recommendations to support programme reviews led by the Lead Manager – Performance. • Ability to implement review actions and contribute to performance reporting, policy development and continuous improvement. • Ability to develop productive relationships with clubs, universities, sportscotland, GB Hockey and other relevant partners.	• Knowledge of Scottish Hockey's performance pathway and The Scotland Way. • Experience contributing to cross-programme development or organisational improvement projects.
Personal attributes & practical requirements	• Sound judgement, integrity, professionalism and accountability. • Strong organisational skills and ability to manage competing priorities. • Adaptability, resilience and a collaborative leadership approach. • Availability to undertake domestic and international travel, including evenings	• Experience representing a national programme at external forums.

	and weekends, as required by the programme.	