



JOB DESCRIPTION	
Job Title:	Scottish Thistles Head Coach
Primary Location:	Emirates Arena, Glasgow
Work Area:	Performance
Reports to:	Interim CEO in the first instance
Employment Status:	Fixed term – Flexible
Salary Scale:	Competitive, depending on experience

PURPOSE/RESPONSIBILITIES OF POST
<p>The Role:</p> <p>The Scottish Thistles Head Coach will be responsible for leading the Thistles towards the 2027 World Cup, including developing and delivering the coaching programme, managing the individual athletes' performance plans, and coaching the team at international matches and test events. Specific performance targets, including world ranking, and World Cup and Commonwealth Games placings will be discussed and agreed with the successful candidate at the point of appointment.</p>
<p>Responsibilities:</p> <ul style="list-style-type: none">• To create and lead a high-performance culture within the Thistles' squads;• To develop and deliver an appropriate coaching programme that will prepare the Thistles for international competition, recognising the ambitions of the squad and Scotland's performance environment;• To create individual performance plans for each individual athlete on the senior squad and monitor their progress and development;• To review, learn and adapt the team and squad performance;• To liaise with support staff to deliver an effective off court programme to maximise performance and development;• To lead the appointed selection panel to select the squad to compete in test events and other competitive opportunities;• To coach the Scotland team at competitive opportunities and test events;• To undertake all reasonable administrative duties related to the overall high-performance programme and plans;• To manage the Senior Squad coaching and support services team;• To assist in the development of the pathway coaches from U21 down to U15 and ensure, alongside the Head of Pathway, the consistent delivery of Netball Scotland's benchmarking standards and style of play;• To support the Netball Scotland performance staff in the development and delivery of a successful performance pathway programme;• To promote the profile of the Thistles and Netball Scotland;• Other duties as may reasonably be required by the business.



KEY INTERFACE/RELATIONSHIPS	
<p>Internal: Athletes Coaching Team Selectors NS Board CEO and Senior Management Team Performance Team Development Team Effective Organisations Team</p>	<p>External: sportscotland institute of sport staff Europe Netball World Netball Media Other National Teams</p>

PERSON SPECIFICATION

We will assess candidates against the following essential criteria:

- 1 *Qualifications*
 - 1.1 Formal coaching credentials in the sport of Netball and can prove an ongoing commitment to professional development in the sport.
- 2 *Technical Expertise*
 - 1.2 Minimum 3 years' proven Netball coaching experience with players competing successfully at a high performance level – within the international arena and/or in a professional league.
 - 1.3 Minimum 3 years' proven experience of developing individual players' high performance plans, including experience in how to monitor progress against these plans.
 - 1.4 Demonstrable knowledge and experience of working with and managing high performance support services.
 - 1.5 Demonstrable experience of managing people in a sporting environment.
 - 1.6 Demonstrable experience in developing effective working relationships between a variety of agencies and organisations.
 - 1.7 Demonstrable experience in the use of information technology, including Microsoft Office applications.
- 3 *Knowledge and Understanding*
 - 3.1 Understands the issues and policies in drug free sport.
 - 3.2 Is aware of current good practice of Child Wellbeing and Protection.
 - 3.3 Understands individual responsibility in complying with Health and Safety Policies.
 - 3.4 Understands and is committed to equality, diversity and inclusion in sport.

Additionally, we will assess candidates against the following competencies:

- 4 *Partnerships, Influencing, Communications*
 - 4.1 Communicates ideas clearly and persuasively; gains agreement and commitment from others before making decisions and recommendations.
 - 4.2 Cultivates open trusting relationships, encourages and supports team working by encouraging others to freely express their ideas, opinions or feelings.
 - 4.3 Asks questions to learn more about what is being communicated, objectively



- considers other's views and is receptive to constructive feedback.
- 4.4 Exhibits strong leadership skills not only in their area of technical expertise but in the management of their group working environment with athletes and other coaches, administrators and support staff.
 - 4.5 Exhibits a clear understanding of motivational behaviour that is a positive reinforcement for athletes within their programme.
 - 4.6 Presents a professional demeanour in all aspects of their working environment.

5 *Problem Solving & Decision Making*

- 5.1 Exhibits personal commitment and acts as a role model in order to achieve Team and business standards.
- 5.2 Exhibits a clear understanding of annual planning and periodisation cycles in sport.
- 5.3 Develops and uses plans which set out what needs to happen, identifies and establishes milestones, is creative and analytical in determining timely adjustments to plans.
- 5.4 Solves problems creatively; gathers sufficient information from the most appropriate sources, evaluates options before acting.
- 5.5 Exhibits a keen sense of appropriate delegation of responsibility within a team environment in order to best manage issues and challenges within a programme.

6 *Organisational Skills*

- 6.1 Develops and uses plans which set out what needs to happen, how, the required resources and by when.
- 6.2 Proactively plans, organises and monitors work for self and others.
- 6.3 Adjusts plans and schedules in good time to meet the changing priorities for themselves and others.

7 *Leadership, Developing Others and Team Working*

- 7.1 Communicates a clear picture of the team's strategic aims.
- 7.2 Demands high and challenging standards of results.
- 7.3 Provides direction for the Team, inspires and supports the Team through involvement and encouragement.
- 7.4 Creates a strong sense of team identity.
- 7.5 Encourages experimentation and rethinks traditional ways of doing things.

The successful candidate will:

8 *Other Factors*

- 8.1 Have the right to work in the UK.
- 8.2 Have the ability and willingness to work irregular and unsociable hours as required, involving work outside normal working hours with the ability to travel abroad with players to camps and teams involving overnight stays.
- 8.3 Be required to have a valid Disclosure Scotland PVG membership before commencing employment.