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**Key responsibilities**

**Job Purpose:**

To work across our region to assist with the development of coaches. The role will have a focus on participant-centred coaching, developing soft skills and providing a safe and fun environment in aquatics, through a highly skilled workforce.

**Essential**

* The potential to mentor, motivate, support and empower individuals to thrive.
* An ability to be objective and offer a unique perspective to balance points of view.
* Exceptional people skills which make people feel valued, supported, and listened to.
* Have an excellent understanding of coach education and coaching.
* Hold experience in providing feedback and evaluating individual plans.
* The ability to be a role model.

**Desirable**

* Have previous experience of mentoring coaches.

**Values:**

Quality

Purpose

Togetherness

Fun

Resourceful











**Job Title:** **West Midlands Coach Mentor Programme**

**Department:** West Midlands Region

**Reporting to:** West Midlands Regional Operations Manager

**Direct Reports:** None

**Location:** Home Based with Regional Travel in the West Midlands

**Grade:** N/A

**Skills and experience required**

The Coach Mentor will be required to:

* Be someone who can effectively support the holistic development needs of coaches and their athletes. Ensuring that they have a positive sporting experience and are given the best opportunity to realise their full potential in line with Swim England’s values, culture and strategy.
* Have a passion for people development and enhancing the coaching landscape.
* Have a good understanding of the current challenges faced in aquatics and coaching.
* Be open minded and want to have a positive impact.
* Be committed to undertaking and completing a mentor qualification.
* Be committed to learning and the support of up to 4 mentees.
* Commit a minimum of 12 months to this programme, with a potential view to extend, funding dependent.
* Travel across the region to complete a number of visits with your allocated mentees – these will be allocated according to individual need of the mentees and the most suitable fit, rather than based on geography.
* Commit 82 hours over a 12-month period (4 x mentees per mentor with 20 hours per mentee). This time will be used as contact time with mentees.
* Commit a number of hours to complete the educational tasks associated with completion of the Level 3 Workforce Mentoring qualification.

Job Description