

Job Description

Job Title:	Water Polo Programme Lead (GBR & England)
Department:	Sports Development Directorate
Reporting To:	Head of Performance Operations and the home Water Polo leadership group
Location:	Home Based
Job Purpose:	Act as the technical expert for Water Polo in Great Britain, advising Swim England, British Swimming and the home nations. Manage the technical framework for Water Polo performance and talent pathway, and lead & manage the performance squads for GBR and England.
Salary:	£35,736 - £40,692 per annum

Strategic Influence

- To project manage the development and implementation of the Swim England and British Swimming technical athlete development standards, working with the WPLG coaching lead and DiSE team to set clear and transparent performance standards.
- Identify, monitor and communicate programme-related benefits to athletes, coaches, Swim England and home nation colleagues and wider stakeholders and investors.
- To always act internally and externally as a positive role model for Swim England and the sport of Water Polo.
- Lead and support all Home Nations to ensure consistency in water polo athletic and systems development, recommending solutions to complex issues and anticipating the needs of stakeholders.

Key Relationships

- Be an active member of the Sports Directorate
- Effectively manage relationships with those involved in the high Performance aspects of Water Polo. The high performance programme can be defined as the National Senior, U19 and U17 Teams' Coaching cohort and athletes.
- Be an active member of the Home Nations Leadership Group, acting as the technical lead on matters concerning Great Britain Water Polo and the associated strategic plan.
- Build and maintain strong aligned relationships with the DiSE aquatic managers to ensure delivery of the DiSE programme.
- Identify and represent the discipline on formal and informal international working groups.
- Work with other key departments across Swim England to ensure effective programme delivery.

Professional Expertise

- Has extensive professional knowledge and understanding of talent identification, talent development and sport development, from a technical perspective.
- Have experience in project management and delivery.
- Have experience in relationship building in a multi stakeholder environment
- Have experience in successfully designing, delivering and evaluating athlete and coach performance programmes.

Scope and Accountabilities

(The degree of leadership / managerial / budgetary or people responsibility and/or key focus of the role - what it is expected to deliver)

- Develop a cohesive and high quality athlete development framework, with clear performance standards that support squad and team selection.
- Develop a cohesive and high quality England and Great Britain performance programme for Water Polo, ensuring connections with performance foundations.
- Oversee the training and competition programme and cycle calendar for senior, U19 and U19 national age group teams led by appropriately trained coaches.
- Oversee the Water Polo technical content and alignment for DiSE, maximising the sports science and medicine provision.
- Support the creation and development of an integrated pathway for the training of coaches and officials linked to the development of players.
- Manage the Water Polo Talent Pathway Officer role.
- Effectively manage the Water Polo budget in line with organisational processes and in accordance with funding requirements.

Deliverables:

- Work proactively and collaboratively with all stakeholders to lead the implementation and ongoing management of the Water Polo high performance programme
- 1. Technical Leadership - Athlete Development Framework / Performance Standards**
 - Lead, manage and evolve the development of a holistic technical water polo athlete development framework with clear performance standards, for both England and Great Britain.
 - Be the key contact for all technical queries and content.
 - Work in partnership with the two Senior Head Coaches to ensure consistency from top to bottom within the pathway.
 - Work collaboratively with internal partners to ensure a co-ordinated communications programme for the Talent Pathway to raise its profile.
 - 2. Performance Squad Management (Seniors, U19 and U17 – Men's & Women's)**
 - Produce an inclusive Olympic cycle performance plan detailing competition and training activities for senior, U19 and U17 national teams.
 - Design and deliver an induction programme for all national team athletes, coaches and volunteers.
 - Design and deliver a programme to recruit, induct and train new coaches to support the Talent Pathway.
 - Produce, monitor and evolve an athlete development framework, creating annual report evaluating progress against the Talent Plan including but not limited to athlete standards, coaching practice, and competition results.

- Prepare and support performance programme squads for international competition.
- Support the selection of all international representative teams.

3. Diploma in Sporting Excellence Technical Lead

- Design in partnership with the DiSE manager, a clear and aligned sport delivery model, maximising efficiencies, celebrating diversity and embedding the programme within the pathway.
- Ensure that content delivery is aligned to the Water Polo Athlete Development Framework and Performance Standards.

4. Line Management of Talent Pathway Officer

- Provide leadership and support for the development of the performance foundations and regional talent infrastructure.
- Ensure that the athlete development framework seamlessly aligns from GBR programme down through the England Talent Pathway
- Support the design and strategic direction of the player development pathway and key transitions

And,

- Carry out any other duties as are within the scope, spirit and purpose of the job as requested by the line manager or Sports Development Director.
- Proactively comply with and promote all organisation policies, in particular those relating to Equality and Diversity and Health and Safety.

Person Specification

Skills:	Essential	Desirable
Ability to organise and prioritise own workload	E	
Able to develop excellent working relationships quickly with coaches, national team volunteers, and colleagues	E	
Ability to design and deliver programme to address needs	E	
Ability to engage and work with key internal stakeholders up to Senior Management Team level	E	
Excellent negotiation, questioning and analytical skills	E	
Be a credible influencer and advisor at a technical level	E	
A high level of computer literacy with operational experience of the Microsoft Office package	E	
Knowledge:		
Extensive professional knowledge and understanding of technical water polo	E	
A strong knowledge of Talent Development	E	
Knowledge of DiSE		D
Experience:		
Demonstrable experience of programme design, delivery and management in a sports setting	E	
Experience in relationship building with operators and providers		D
Experience in engaging with and delivering to talented athletes	E	
Experience in engaging with and delivering to coaches and teachers	E	
Experience in engaging with and delivering to and with volunteers		D
Experience in engaging with international stakeholders		D
Measuring and evaluating performance through qualitative and quantitative data	E	
Previous people management experience	E	
Previous budget management experience		D
Proven leadership experience		
Approach:		
Flexible approach to work with the ability to work under pressure	E	
Systematic approach to programme design and delivery	E	
Consistent delivery of work	E	
Has the confidence to represent Great Britain in Water Polo	E	
Willing to work unsocial hours to carry out the delivery of the role when the audience is available	E	
Willing to travel nationally and internationally as the role requires, including overnight stays	E	
Qualifications:		
Educated to degree level or equivalent work experience	E	
Minimum of a level 2 coaching qualification.	E	