

## Triathlon London Regional Head Coach

### **ROLE DESCRIPTION**

<b>Title:</b>	Regional Head Coach
<b>Reporting to:</b>	Triathlon London Chairperson
<b>Salary:</b>	None: Honorarium to be paid by Triathlon London Region
<b>Location:</b>	Various as required

#### **Scope of Authority:**

The RHC will have the authority to:

- Authorise expenditure in accordance with the budget parameters agreed with Regional Committee & Performance Development Manager
- Engage coaching staff payment in line with agreed budget

#### **Overall Purpose:**

To build and lead a Triathlon London Academy capable of developing athletes from local and regional programmes to become nationally and internationally recognised triathletes

#### **Key Responsibilities:**

- To take primary responsibility for delivering an Academy in line with the BTF National Development Strategy
- To deliver an Academy that focuses on high quality, individual coaching
- To provide ongoing coaching of athletes in the Academy if required and monitor athletes development and provide oversight on athlete programmes and feedback to coaches
- To foster and grow coaches in the region who are able to coach high performance athletes and assist them in their progress through the long term athlete pathway
- To encourage a true development environment that focuses on long term success
- To implement and ensure regional selections are completed in line with the BTF selection policies and procedures
- To communicate with athletes, coaches, regional and national staff to ensure that the Academy is a high quality coaching environment
- To continue to grow and develop your own skills, knowledge and experience through both formal and informal education and coach development programmes
- To engage the triathletes of the region and to make the Academy the performance focus of the entire region

#### **Key Relationships:**

- Regional Committee
- Performance Development Manager
- National Programme Managers
- Head Talent Coach
- Talent ID Programme
- Athletes
- Parents
- Regional Coaches
- Event Organisers
- Clubs (tri, swim, run, etc)

- Local facilities and support providers
- Sponsors and equipment sources

## **PERSON SPECIFICATIONS**

### ***Experience:***

- In coaching performance athletes
- In leading and educating other coaches
- In inspiring and developing performance athletes
- In developing a true 'performance environment'

### ***Qualifications:***

- Level 3 Coach in triathlon or equivalent
- First aid qualification
- Driving licence

### ***Knowledge:***

- Of coaching young people
- Of the sport of triathlon
- Of performance sport

### ***Skills:***

#### Leadership capabilities

- Lead a team of athletes through to national programmes
- Lead a team of coaches to develop athletes
- Lead and inspire a region to better performance

#### Management capabilities

- Manage a budget in line with agreed parameters
- Identify and manage appropriate facilities and equipment

#### Relationship management & communications

- Computer literate
- Report regularly to stakeholders and other interested parties
- Promote and support the sport, the region and the Academy activities in line with BTF policies and expectations
- Work with sponsors and local organisations to develop better support for the academy

### ***Personal Attributes:***

- Able to work across very different organisations
- Strong networking abilities
- Creative ability to develop new programmes and systems
- Lateral thinking abilities
- Strong communication abilities, formally and informally by written, verbal and electronic means
- Consultative interpersonal style
- Creative problem solving
- Sound judgement and decision-making
- Action oriented, results driven
- Honest, high standards of integrity
- Personal commitment to excellence
- Excellent time management skills
- Ability to organise and manage tasks
- Highly motivated

### ***Competencies:***

#### Provides direction

- Endeavours to think globally or on the longer term
- Seeks to understand the implications of overall direction

- Takes practical steps to ensure own performance delivery is consistent with direction, goals and outputs

#### Champions change

- Copes with uncertainty or change
- Open to trying a new approach
- Displays positive attitudes when faced with ambiguity or issues

#### Results driven

- Exceed own expectations and those of others
- Seeks to take on new accountabilities
- Exercises sound decision-making strategies

#### Solutions focused

- Keen to continue learning and growing
- Stimulated by new ideas and opportunities
- Proactive when faced with issues

#### Partner others

- Assertively contributes to relationships with teams (internal and external)
- Displays dependability and use of initiative in delivering quality service aimed at meeting the needs of others

#### Leads courageously

- Participates with head and heart
- Shows courage in face of adversity and a commitment to do the best possible

#### Knowledge management

- Contributes by creating opportunities for developing relationships and sharing information that result in a win-win situation for stakeholders

#### Culture development

- Takes pride in association with organisation and sector
- Emulates ethical behaviour and displays professional manner to all stakeholders (internal and external)