



ROLE DESCRIPTION – PERFORMANCE BEACH COACH

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| JOB TITLE | Performance Beach Coach |
| REPORTS TO | Volleyball England Beach Performance Director and British Volleyball Federation (BVF) Performance Manager |
| BASED AT | Onsite with athletes, as required |

JOB PURPOSE

Working within the Volleyball England and British Volleyball Federation beach performance programme and talent development pathway to deliver technical expertise to beach volleyball performance athletes within the programme.

This includes both leading and/or collaborating with the athletes' personal/assistant coaches to plan and deliver a training and competition programme focused on developing the performance skills required to maximise and realise the opportunity to qualify for the Los Angeles 2028 Olympic Games.

This will include prioritisation of support for national team athletes as directed by the Volleyball England Beach Performance Director and the British Volleyball Federation (BVF) Performance Manager.

KEY RESPONSIBILITIES

- 1. Develop, plan and deliver a training and competition programme for beach performance athletes:** Work within the overall beach performance programme and talent development pathway to develop, plan, communicate, and deliver, in conjunction with personal/assistant coaches, an athlete-centred programme of training and competition through the Los Angeles Olympic cycle and beyond. It is anticipated that a large proportion of coaching time will be spent with the team of Javier Bello & Joaquin Bello. This involves planning and leading daily training sessions focused on improving their technical/tactical skills and overall preparation for FIVB Beach Pro Tour and major international competitions in the lead up to the Los Angeles 2028 Olympic Games.
- 2. Collaborate with athletes and other staff across the beach performance programme and talent development pathway:** Develop good working

relationships with all athletes and staff members, sharing best practices and contributing to a system of coaching expertise. Empower all staff members/coaches to fulfil their roles and maximise the efficiency of the programme. Support the Volleyball England Beach Performance Director in the development of a centralised system of coaching expertise.

3. **Assume responsibility for training and competitions:** Attend competitions with the performance athletes on a needs and prioritisation basis, with a primary focus on competitions involving the Bello brothers, while supporting other athletes as needed. Prioritise technical expertise on the sand with performance athletes in training and competition, within their own training environment as well as in the central training environment being established by Volleyball England.
4. **Create and maintain a high-performance environment:** Set high standards and behaviours that create a world class environment for both staff and athletes within the programme. Inspire participation and challenge athletes to strive for excellence both individually and as a team.
5. **Lead and support performance evaluation:** Work with the British Volleyball Federation Performance Manager to plan, monitor and evaluate athlete progress and contribute to the broader strategic plan of the programme.
6. **Support policymaking and selection processes:** Assist in the development of fair, transparent and effectively communicated athlete selection processes, while upholding all Volleyball England/British Volleyball Federation policies related to selection, safeguarding, data protection, equality and any other relevant policies.
7. **Become a member of the performance management team:** Support the British Volleyball Federation Performance Manager, while developing a clear understanding of the financial, logistical and performance review systems to benefit both the athletes and the federations involved.

PERSONAL PROFILE

| Essential | Desirable |
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| Proven track record of developing beach volleyball athletes to achieve international success. | Medal success at a FIVB or CEV senior or age group competitions |
| Proven ability to coach under pressure in a high-level domestic or international setting. | Knowledge of the UK high performance sporting landscape |
| Coaching qualification at Volleyball England Level 2 or equivalent | Experience of coaching beach volleyball athletes within a national team and Beach Pro Tour setting. |

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| A minimum of four years' experience in a senior leadership role within a high-performance beach volleyball set-up or national federation programme. | Experience of working within a multidisciplinary team. |
| A strong understanding of athlete development plans, including the ability to prioritise tasks and set realistic targets, goals and objectives within definable constraints. | |
| Ability to understand how individual players are motivated and to adapt coaching approaches to develop the very best performance and to bring the best out of existing talent. | |
| Ability to drive behavioural change to positively impact performance. Capable of instilling discipline, decisive and willing to take full responsibility for results. | |
| Ability to communicate effectively with athletes, staff and stakeholders to promote a positive and collaborative environment. | |
| Exceptional organisational skills. | |
| Fluent in English, with strong written and verbal communication skills. | |
| Open to ongoing learning and committed to continued personal development as a coach. | |

BACKGROUND

The National Federations of England, Scotland, Wales and Northern Ireland (the Home Nations) are the licenced FIVB (International Federation) bodies and therefore are responsible for beach volleyball Talent pathways and performance systems in their respective countries.

The British Volleyball Federation receives funding from the UK government (via UK Sport) for the purpose of supporting performance beach volleyball athletes and teams from the Home Nations¹ and collaborates with the Home Nations' respective National Federations in setting the strategic direction for performance beach volleyball across Great Britain and transitioning athletes from the Home Nations into appropriate opportunities.

¹ These athletes train and compete under the management and direction of the British Volleyball Federation but compete for their respective home nations on the Beach Pro Tour and other international competitions, except for the World University Games/Championships or Olympic Games where they compete for Great Britain.

ADDITIONAL INFORMATION

The post-holder is expected to be fully conversant with the core requirements of the WADA Anti-Doping Code and its requirement on coaches and Team Support personnel to set a good personal example in this field. When directly working with athletes the post-holder has a responsibility to inform them appropriately of the Code's application to them and to influence them in following a 'drug-free' culture.

The post-holder's hours will be flexible to reflect the needs of the role and, while maintaining an appropriate work/life balance, will include time in evenings, at weekends and over public holidays. Standard working hours are 40 hours a week although flexibility is required in order to ensure core objectives are achieved. National and international travel will be required.

The post holder is expected to comply with Volleyball England and British Volleyball Federation policies and to undergo any relevant training as may be identified for the position. This includes but is not limited to anti-doping, safeguarding, and equality, diversity and inclusion.

CONTRACTUAL DETAILS

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| JOB TITLE | Performance Beach Coach |
| SALARY | Competitive |
| TENURE | Full-time role from October 2024 for the next Olympic cycle (April 2025 – March 2029: dependent on ongoing funding from FIVB Empowerment Fund and the British Volleyball Federation. |
| ANNUAL PAID HOLIDAY | 22 days (pro-rata for part time workers) per year, increasing to 25 days (pro-rata for part time workers) in the second (and subsequent) years of service. 8 Bank/Public Holidays. 2 ¹ / ₂ Privilege Days. |
| HOURS | As necessary to fulfil the requirements of the position including attendance at camps and competitions. |
| NOTICE PERIOD | Four weeks. |

The successful candidate will be employed by Volleyball England and operate under the Volleyball England staffing policies and procedures.

Volleyball England offers a competitive benefit package that includes:

- Stakeholder pension scheme with an employer pension contribution of 3%.
- Annual paid holiday as set out above.
- Cycle to Work Scheme.
- Discounted on-site gym membership.

COMMITTED TO EQUAL OPPORTUNITIES

Volleyball England has an equity policy and is committed to equal opportunities. The equity policy can be found on www.volleyballengland.org.

Volleyball England is committed to best practice in the care of children and as such this post may be subject to a Disclosure and Barring Service (DBS) check. The child protection policy can be found on www.volleyballengland.org.

This job description is not exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the company.

TO APPLY

To apply for this role, please send your CV and a covering letter along with completing our [equal opportunities monitoring questionnaire](#) to jobs@volleyballengland.org .

Closing date: 31st October 2024, with interviews on the week of 4th November 2024.

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