

BAFA National Programme

Great Britain Lions U19

Head Coach Application Pack

Job Title

BAFA National Programme – GB Lions U19 Head Coach

About BAFA

The British American Football Association (BAFA) is the National Governing Body for the sport of American football in Great Britain and is responsible for all regulatory, competition, performance and development aspects of the game.

Its activities are many and varied and include the following:

- The organisation and promotion of the National teams in International competition.

- The representation of the British game to National and International partners, be they sporting organisations, federations or commercial entities.

The British American Football Association is a company limited by guarantee.

Job Overview

The Great Britain (GB) Lions is the name of the BAFA representative teams that compete at a number of different age ranges and variants of the game of American football.

The primary aims of the GB Lions U19 Head Coach role are:

* The development of U19 players across Great Britain.
* The on-field performance of the GB Lions U19 programme.
* The conduct and behavior of the GB Lions U19 programme on and off the field.

To achieve these aims, the Head Coach must ensure that his/her team follows the direction and mission statement as agreed between the Head Coach and the BAFA National Programme Committee.

Tenure

This contract is for a fixed term basis of initially 12 months but this term may be revised in line with performance.

- BAFA reserves the right to renew or not to renew the appointment at that time.

- BAFA also reserves the right to terminate the post, should the post-holder fail to fulfil the duties and responsibilities outlined below.

Reports to

BAFA National Programme Committee.

Main Duties and Responsibilities

This role description is not to be regarded as exclusive or 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 BAFA National Programme.

The Head Coach will be required to:

* Take responsibly for all “American football” aspects of the U19 programme.
* To work in close collaboration with the U19 General Manager.
* To communicate with the National Programme Committee at regular intervals as agreed.
* To develop a strategy for player development within U19 football that prepares players for the GB U19 programme.
* To assist in the implementation and deliver of the player development strategy.
* Contribute to the evolution, development and promotion of a “high performance” culture and performance pathway within the BAFA National Programmes.
* Recruit a high quality coaching staff and ensure that all coaches and staff are DBS checked by BAFA.
* Coach the GB Lions U19 team at International competitions and events.
* Develop and prepare the programme for the appropriate level of International competition (IFAF).
* Promote the BAFA National Programme in a positive manner to all in the sport and outside agencies, and contribute to communication activity.
* Convey an exemplary image that is consistent with BAFA values, demonstrating integrity, sportsmanship and those qualities, traits and demeanour that command leadership respect.
* Protect confidential information, adhere to BAFA policies and demonstrate loyalty to BAFA and the BAFA National Programme.
* Abide by and promote sound ethics and BAFA National Programme policy, regarding equity, safeguarding, and health and safety to all individuals involved with the GB Lions U19 programme.
* Maintain the integrity of the player selection and coach selection processes, ensuring this is fair and transparent.
* Co-ordinate, design and deliver the GB Lions U19 Programme, in particular providing technical and tactical input and incorporating the use of sports science resources to enhance athletic performance.
* Organise, attend and manage player trials, training camps and practice sessions.
* Assist the National Programme Committee in planning the GB Lions U19 International match programme (i.e. outside of organised IFAF competitions).
* Attend and be responsible for the organisation and production of playbooks (with other coaches, as appropriate).
* Lead and oversee the coaching staff and support their development.
* Monitor, evaluate and suggest improvements to the GB National Programme Committee.
* Attend domestic and International fixtures, as agreed with the National Programme Committee, and report on observations as required.
* Liaise with all the other parts of the BAFA National Programme, when and where necessary.
* Produce a Performance Review Report within one month of each tournament/competition, or on an annual basis, whichever is more frequent.
* Be the first point of contact between the GB Lions U19 progamme members and the BAFA National Programme Committee.
* Be well-briefed about any special needs of players and coaches (i.e. medical condition, disabilities, etc.).
* Attend, and present at, the annual British American Football Coaches Association (BAFCA) Convention as requested.
* To undertake other duties from time to time, as reasonably requested by the BAFA National Programme Committee.

The Head Coach may delegate some, but not all, of these duties to other GB Lions Staff, but retains the responsibility for the technical and tactical aspects of the GB Lions programme and decisions made in relation to the programme.

Person Specification:

ESSENTIAL –

* Outstanding commitment to development of British American Football.
* Head Coaching experience at a high level within the sport.
* Current British American Football Coaches Association (BAFCA) member in good standing.
* A BAFCA/BAFA Level 2 qualification (includes pre-2010 Level 2 position-based qualifications), or equivalent.
* Highly developed level of professionalism and contribution within a competitive sports environment.
* Excellent team leadership with the ability to inspire, enthuse and motivate players and coaches.
* Demonstrated ability to manage individual(s), groups and organisational interactions, especially in high stress sports situations.
* Outstanding commitment to equality and diversity.
* Highly developed organisational and management skills, including the ability to delegate tasks appropriately.
* Highly developed communication and presentation skills (in both verbal/non-verbal and written formats).
* Highly developed active listening skills.
* Full current passport and no restrictions on travel.

In addition, a satisfactory BAFA DBS check will be required before the post-holder commences the position.

DESIRABLE –

- Minimum of five years coaching experience of Offense, Defence and Special Teams.

- Experience of working in a high performance environment.

- A commitment to their own continued professional development.

- Knowledge of talent identification processes.

- Ability to build positive personal relationships with elite players in order for

them to maximise their potential.

- Ability to build positive personal relationships with the coaches of elite players.

- - Willingness to “work” irregular hours, and travel both within the UK and overseas (in agreement with the National Programme Committee), with overnight stays and weekend work.

- Knowledge of International competition rules and regulations.

- Attended appropriate safeguarding and equity training.

This document is not contractual and may be subject to change following consultation with the post holder.

Remuneration

This is an unpaid post, however reasonable expenses will be covered, on agreement with the BAFA National Programme Committee.

Application Process

Applications for this post will be received electronically. If you are interested in applying, please send:

1) A covering letter outlining your experience and skills for the job

2) A current C.V.

In addition, applicants are requested to complete and submit a copy of the BAFA Equity Monitoring document, to be submitted with the application, however this is not mandatory.

Please send completed applications to human.resources@britishamericanfootball.org

Should you have any questions on any part of the process, please contact BAFA Chair Martin Cockerill at martin.cockerill@britishamericanfootball.org

Closing date

The closing date for receipt of applications is midnight on the 6th February 2017.

Selection Process and Timescales

After the close of applications, there will be a short listing session, using the criteria outlined within the Person Specification section of this document.

After this, successful candidates will be invited to interview, with these interviews expected to be held face-to-face or via Skype.

Details regarding the interview (including tasks) will be sent to all shortlisted candidates.

The panel will be comprised of individuals from both within and beyond British American Football, selected by the BAFA Board.

Once the successful candidate is in post, feedback will be available to all of the unsuccessful candidates.

Beyond Selection

Once the successful candidates have been appointed, there will be a process during which he/she will work with the other members of the GB Lions Leadership Team and BAFA National Programme Committee, preparing budgets and objectives for the programme.

The objectives set at this stage will be those by which the programme is measured throughout the term of this post and will be determined in such a way as to ensure cohesion and shared goals between the various GB Lions programmes.