

PERSON SPECIFICATION

Head Coach

Requirement	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> • Held a Performance Leadership position in Performance Sport • A recognised international coaching qualification in Powerlifting, S&C or similar. 	<ul style="list-style-type: none"> • Educated to degree level or equivalent in sports coaching, sports science or similar.
Experience	<ul style="list-style-type: none"> • A strong track record of providing inspirational athlete-centred talent development, within performance pathways. • A strong track record of leading and coaching High Performing Teams to support athlete performance at major championships. • Experience of managing complex change, building a people centred culture and uniting a High-Performing Team against a common purpose. • Highly level experience of performance planning and aligning development to support talent development of athletes and staff. • High level analytical skills that inform clear decision making in navigating complex issues, when under pressure and in challenging situations. • Ability to formulate objectives and individual and team performance plans which are aligned with the sports strategic plans. • Leadership experience of line management of coaches and support staff, with an ability to improve team and individual performances supported by strong values and effective people management. • Experience in the preparation and planning for competitions, including training camps, logistical 	<ul style="list-style-type: none"> • Experience of working in a Performance Leadership Coaching position in Talent Development pathways. • Coaching experience developing athletes to support athlete transitions into Senior Championship Level. • Experience and detailed understanding of IPF Competition structure.

	arrangements, and strategic decision-making during events.	
Skills and Knowledge	<ul style="list-style-type: none"> • Highly developed and inspirational communication skills. • A demonstrable ability to engage, inspire and motivate others in the development and delivery of a Vision and Performance Ambitions. • Highly developed and proven ability to develop people in the process of continuous performance improvement. • Demonstrate high degree of Organisation and Planning related to leading and implementing a High Performance Strategy for talented athlete development. • Experience of selection of athletes for national and international competitions, ensuring a fair, transparent, and merit-based process that aligns with British Powerlifting's selection policies. • Resourceful, resilient and innovative thinker, with the ability to be solution focused, manage a range of people, understand performance determinants and effectively lead a diverse team. • Ability to balance a strategic overview with the attention to detail necessary to develop the team and individual performances aligned to team and individual goals. • Performance knowledge and understanding the needs of elite athletes • Support British Powerlifting's anti-doping education programme, assisting the co-ordination of athlete education resources and requirements / reporting procedures under WADA / IPF / UKAD Sport guidelines. 	
Personal Qualities	<ul style="list-style-type: none"> • Inspirational leader, with a highly developed, motivational and people centred leadership style. 	

	<ul style="list-style-type: none"> • A strong commitment to aligning ways of working consistent with the organisational values, culture and behaviours. • Work cohesively in a coaching team to always ensure the best for Great Britain and constantly seek opportunities for integration and collaboration. • Interpersonal skills and judgement which inspire confidence and trust in athletes, staff, volunteers and stakeholders. • Creative thinker and excellent listener with the ability to turn ideas into action to make a performance difference in the success of the World Class Programme. 	
Other	<ul style="list-style-type: none"> • Willingness to travel and work occasional evenings, weekends and spend periods abroad. • Actively engage in continual professional development (CPD) to develop leadership and coaching competencies and to keep abreast of relevant policies, procedures and best practise. • The post-holder's duties must at all times be carried out in compliance with the British Powerlifting's Volunteer Agreement, Safeguarding Policies and the Coaches Code of Conduct. • There is be a requirement to apply for a DBS Enhanced Disclosure and Barred List Check. 	