# Scottish Handball National Team

## Senior Head Coach

### *Recruiting for two separate roles (Men’s Head Coach and Women’s Head Coach)*

**Reports To:** SHAChief Operating Officer

**Job Based:** **Oriam, Edinburgh** howevermobile as will be required to travel to camps and competitions with the Senior Squad’s

**Overall Purpose of the Job:**

* To search for, select, develop, and maximise the potential of Scottish Senior players and to increase the number of players reaching the senior stages of the GB pathway.
* To design and implement high quality training and competition programmes with the ultimate aim of peak performances at agreed events.

**Key Responsibilities**

* To design and implement high quality periodised training and competition programmes for selected players.
* To prioritise resources towards achieving competition results and other agreed performance targets. To set high performance standards to ensure adherence to Scottish Handball expectations.
* To act as lead coach for the Senior team at all competitions and to be involved in management and selection functions.
* To assist in the selection and development of Scottish senior players in the GB pathway.
* To assist in the development of fair, transparent and effectively communicated athlete selection policies and appeals procedures.
* To report regularly to the SHA COO and to assist in the preparation and submission of reports, plans and budgets as required.
* To develop strong and effective working relationships with key external stakeholders (British Handball, Sport Councils, Institutes of Sport,) where appropriate.

**Personal Profile**

The personal profile is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to prepare the job advert and will be used in the short listing and interview process.

* Inspirational leader who is acknowledged by players and coaches as having expert knowledge and credibility.
* It is desirable that the candidate has had previous experience in creating a handball programme that delivers results in a national environment. Must in any case be experienced in the creation and development of high-performance handball programmes.
* Have experience of a national programme and/or a high-level club.
* Experienced and effective in people management, with the ability to implement innovative ideas and influence player and coach support programmes.
* Understands how individual players are motivated and can vary approaches to develop the very best performance and to bring the best out of existing talent
* Able to make behavioural change to have a positive impact on performance. Is capable of instilling discipline, is decisive and willing to take full responsibility for results.
* Able to communicate fluently in English both written and verbally, with the ability to communicate complex data in terms that are easily understood by a wide range of audiences.
* Demonstrable problem solving and decision-making skills with the ability to plan and set clear and meaningful targets. Demonstrable technical ability with skill in performance analysis.
* Able to work effectively with colleagues both within handball and from other organisations.
* Committed to continuous personal and organisational improvement.
* Conveys an image that is consistent with Scottish Handball values, demonstrating qualities, traits, and demeanour that command respect.
* Shows integrity and is fair, equitable and ethical in approach. Protects confidential information, adheres to policies, and demonstrates loyalty to Scottish Handball.
* Willing to work irregular hours and travel extensively with overnight stays and weekend work.

**Employment Details and Benefits**

**Job Title:** Senior Head Coach, Scottish Handball National Programme

**Starting Salary:** This is a voluntary position (Limited Expenses will be paid)

**Place of Work:** The post is based on delivery atcamps at Oriam, Edinburgh and competitions with an expectation of regular communication with home and foreign based Scottish players in their club setting where relevant.

**Tenure:** This job will be offered on a fixed term basis, subject to annual reviews, until the summer of 2024

**Period of Notice:** 1 months

**Hours of Work:** Your normal hours of work are those hours necessary to fulfil the requirements of your position to the satisfaction of the Scottish Handball Association and for delivery at camps and competitions

**Applications:** If you are interested to apply for this post **please state if you wish to apply for Men’s Head Coach or Women’s Head Coach** and send a covering letter outlining your experience and skills for the jobalong with a current CV to [office@scottishhandball.com](mailto:office@scottishhandball.com)

**Closing date:** 1st April 2022

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