



**WALES** NETBALL  
PÊL-RWYD **CYMRU**

**Role Advert**  
**Regional Academy**  
**U13 Head Coaches (x6)**

## **Introduction to the Regional Academy**

Wales Netball aspires to create a sustainable over-supply of athletes via its Performance Pathway for its National Squads, and Regional Academies are vital in ensuring this success. Wales Netball supports our Regional Academy Coaches, and guides performance activity within Regional Academies to ensure consistency, and to ensure that the 'Welsh Way' is embedded throughout the programme. This allows our Regional Academy coaches to develop athletes who can transition smoothly into National Academy Squads.

### **Our Regional Academies performance objectives are as follows:**

- To select and develop Regional Academy athletes capable of transitioning into our National Academy programme and age group Competition Squads.
- The retention of our Regional Academy athletes for the long term - we want athletes to continue to choose to develop their netball in Wales, and to do this, we need to ensure our Regional Academies are excellent.
- We want every one of our Regional Academy athletes to develop as both people and players, who embody our values and behaviours.
- We want our Regional Academy athletes to enjoy their experience of Regional Academy - For many of our athletes, their first experience of Wales Netball, and we want it to be a great environment for them.

## **Role Description**

Wales Netball are looking for enthusiastic and committed individuals to join our Regional Academy coaching team. We are looking for 6 x Head Coaches to lead our U13's at the following Regional Academies.

- Bangor University
- Bridgend College
- Cardiff University
- NPTC
- USW/Coleg y Cymoedd
- University of Wales Trinity Saint David

Regional Academies all have a Head Coach who is responsible for planning and leading the weekly training sessions, supported by an Assistant Coach. Our Regional Academies are skills based and focus on developing athletes in the U13, U15 and U17 age groups. Our U13 Regional Academy Head Coaches will be athlete centred, have an open and inclusive, interpersonal coaching style, and a willingness to work collaboratively to aid talent development within Wales. The Regional Academy U13 Head Coaches will lead in the delivery of high-quality, weekly netball sessions in accordance with the Wales Netball aims and aligned to the 'Welsh Way.' The U13 Regional Academy Head Coaches will benefit from shared resources to help support the facilitation of sessions, professional development opportunities, and opportunities to work with our National Academy Coaches.

## **Terms of Appointment**

**Job Title:** Regional Academy U13 Head Coaches (x6)

**Reporting to:** Sarah Palmer (Performance Operations Lead - Wales)

**Contract:** September 2024-July 2025 (Weekly Sessions, dates & Times TBC)

**Closing date:** The closing date for applications is **Monday 22<sup>nd</sup> July 2024 at 12pm**

**Interview date:** Interviews will be held on either **Tuesday 30<sup>th</sup> or Wednesday 31<sup>st</sup> July**, and all interviews will be conducted virtually.

**The venues, days and times for Regional Academy training sessions are as follows:**

- **Bangor University** – Thursdays 16:45 – 17:45
- **Bridgend College** – Mondays 17:00 – 18:00 or Thursdays – 17:00 – 18:00
- **Cardiff University** – Saturdays 10:00 – 11:00
- **NPTC** - Sundays 12:30 – 13:30
- **USW** – Mondays – 17:30 – 18:30 or Tuesdays – 17:00 – 18:00
- **UWTSD** – Saturdays – 12:00 – 13:00
- Regional Academy Tournament – 19<sup>th</sup> & 20<sup>th</sup> July 2025 (TBC)

Training is term time only, no training takes place during school holidays.

**NB:** Candidates will need to ensure that they are available to attend the relevant Regional Academy training sessions at the above times, on a weekly basis, prior to submitting their application. Candidates should make it explicit in their application, and covering letter, which of the Regional Academy positions they are applying for.

## **Role Summary**

The U13 Regional Academy Head Coaches will lead in the planning and delivery of high-quality, weekly netball sessions in accordance with the Wales Netball aims and aligned to the 'Welsh Way.' The Regional Academy Head Coaches will benefit from shared resources to help support the facilitation of sessions, professional development opportunities, and opportunities to work with our National Academy Coaches.

## **Typical Responsibilities**

- To lead in the delivery of high-quality netball sessions in accordance with the Wales Netball aims.
- To plan for each session to ensure progression throughout, aligned to the Wales Netball aims and principles of play.
- To work collaboratively as required with wider support services for the Regional Academy including sport science and medical service and training facilities.
- Oversee individual athlete reviews (Individual Performance Plans) for Regional Academy athletes.
- Delivery of coaching workshops, coaching sessions and mentor for coaches, schoolteachers and clubs as required.
- Lead in developing and maintaining a successful image and profile for Regional Academy athletes within Wales Netball and contribute to the communication activity and assist with promotional activities as required.
- Lead the effective management of Regional Academy athletes, in line with our values and behaviours.
- Maintain strong relationships with key internal and external partners and stakeholders who contribute to the success of performance objectives and pathway programmes.
- Ensure that all activities are conducted in an appropriate way in accordance with health and safety, safeguarding and duty of care policies within Wales Netball policy.

### **Essential and Desirable Criteria**

<b>Qualifications</b>	<b>Essential</b>	<b>Desirable</b>
Has a minimum WNA/UKCC Level 2 Coaching Award or equivalent	✓	
Working towards UKCC Level 3 Coaching Award, or equivalent.		✓
Educated to degree level in a relevant discipline.		✓
<b>Skills &amp; Experience</b>		
Experience of leading a age grade high performance netball team.		✓
Experience coaching in a junior or senior club, school, college or university environment.	✓	
Ability to support high-performance culture with transparent and honest leadership.	✓	
Have an athlete centred approach to ensure effective development of individual athletes and the team.	✓	
Demonstrates knowledge of netball technical and tactical requirements at high performance (age group) level.	✓	
An understanding of coaching, sport development, talent ID, talent pathways.		✓
Experience of administration.		✓
A sound working knowledge of Microsoft office (word, excel, PowerPoint, Access, and Outlook).	✓	

Ability to take a flexible approach to work issues and to plan and prioritise work to meet tight deadlines regarding both team and individual tasks.	✓	
The ability to work under pressure, take own initiative and contribute to the team.	✓	
The ability to communicate effectively with colleagues.	✓	
Passionate, motivated, and enthusiastic about developing talented netball athletes.	✓	
<b>Other</b>		
Flexible working – regular evening and weekend working.	✓	
Able to travel within Wales as required for training and competition.	✓	
Ability to communicate/speak Welsh.		✓

### Equality, Diversity, and Inclusion

We welcome and encourage applications from people of all backgrounds. Wales Netball is committed to creating an inclusive culture, through fostering a diverse workforce. As part of your application, we have a voluntary equal opportunity form that would help us to achieve this, the form will be emailed once your application has been received.

### How to Apply

Please send your CV and covering letter to [recruitment@walesnetball.com](mailto:recruitment@walesnetball.com) Please ensure that you explicitly state which of the 6 x Regional Academies you are applying for either in the email subject title or the body of your email. For an informal discussion about the role please contact [sarah.palmer@walesnetball.com](mailto:sarah.palmer@walesnetball.com).