

**Team Staff Training Programme**

England Athletics are launching their Team Staff Training Programme. Aim of the programme is to develop new team coaches and managers by providing them with developmental webinars, mentoring sessions and team staff work shadowing opportunities throughout the 2-year programme.

Each year a cohort of 20 coaches will be selected to take part in a 2-year programme. We will select 5 coaches per event group (endurance, jumps, throws & speed) each year to participate in the Team Coach Programme & 5 people for the Team Management Programme.

**The programme will provide:**

* Training on event specific rules and the general rules of competition
* Organisational, logistical and management requirements dependant on the role
* Duties and responsibilities training for each role as well as best practice guidance and support
* 2 work shadowing opportunities in your desired role area within the 2-year programme
* Developmental feedback from each work shadowing opportunity
* Guidance on how best to engage in reflective practice for continual role development
* Role and event specific mentoring

**Applicants for the Team Staff Training Programme must have the following:**

**Team Coach Applicants**

* Valid coaching licence of level 2 or above (or equivalent)
* Current DBS
* Must have coached athletes for a minimum of 3 years
* Good communication skills
* Good people management skills
* Good organisational skills
* Qualities required to be a good team coach (listed below)

**Team Management Applicants**

* Current DBS
* Must have experience managing athlete competition as either a team coach, club coach or club team manager for a minimum of 3 years
* Excellent communication skills
* Excellent people management skills
* Excellent organisational skills
* Qualities required to be a good team manager (listed below)

**Qualities needed to be a good team staff member:**

* Strong communicators – able to speak to all coaches, athletes, parents and management
* Independent decision maker
* Confidence in addressing issues and the ability to stay calm under time and pressure constraints
* Willingness to get involved outside of their direct event responsibility – going above and beyond
* Work well within a team
* Able to look after their own physical and mental health and wellbeing during long days and constant high pressure
* Have an honest understanding of what are the potential barriers to being fully present on a team trip – home situations, physical restrictions due to weather/hours of work required at the competition etc
* Emotionally intelligent
* Ability to be selfless
* Able to look honestly at themselves and address skills gaps as and when they become apparent
* Be open to their own personal development within the role
* Willing to self-reflect

**Team Staff Programme**

**Expression of Interest form**

**If you would like to be considered for a place in the Team Staff Training Programme, please complete and return this form to** **spalmer@englandathletics.org** **by 5pm on 30th April 2021.**

\*Delete as appropriate

|  |  |
| --- | --- |
| **Full Name** |  |
| **Address** |  |
| **Telephone** |  \*Home/Mobile |
| **Email address** |  |
| **Date of Birth** |  |
| **URN (if applicable)** |  |

Please tell us which role you would like to be selected for in the Team Staff Training Programme.

**Team Coach** [ ]  **Event Group: Jumps** [ ]  **Sprints** [ ]  **Endurance** [ ]  **Throws** [ ]

**Team Manager** [ ]

**Relevant Qualifications**

**Please give details of your coaching qualifications starting with the most recent**

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| --- | --- |
| **Qualification Details (Name, provider and level)** | **Date** |
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**Please give details of any additional qualifications which you feel are relevant to this role**

|  |  |
| --- | --- |
| **Qualification Details (Name, provider and level)** | **Date** |
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**Please list your relevant skills and experience pertaining to the Team Coach/Manager role.**

**Please give us an example of when you had to work under pressure in a team environment.**

**Please give us an example when you have had to resolve a challenging situation.**

**In your opinion, what’s the difference between a personal coach and a team coach?**

**Please tell us what you would like to achieve by the end of the Team Staff Programme.**

**Equal Opportunities Recruitment Monitoring Information**

The information will be held in compliance with the Data Protection and GDPR principles as set out in the Data Protection Act 1998 and our GDPR Data Protection Policy.

**Sex:**

[ ]  Male [ ] Female [ ]  Non-Binary [ ]  Other [ ]  Prefer not to say

**Ethnic Origin:**

**White:**  [ ]  British [ ]  Irish [ ]  Any other white background

**Black or Black British:**  [ ]  Caribbean [ ]  African [ ]  Any other black background

**Asian, British Asian or Chinese:** [ ]  Indian[ ]  Pakistani[ ]  Bangladeshi[ ]  Chinese

**Mixed:**  [ ]  White & Black Caribbean [ ]  White & Black African

 [ ]  White & Asian [ ] Any other mixed background

**Other:** [ ]  Any other[ ]  Not stated

**Nationality: Please State:**

**Disability:**

The Equality Act 2010 defines disability as a “physical or mental impairment, which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities”

 **Do you consider yourself to have a disability?**

[ ]  Yes [ ]  No [ ]  I prefer not to answer this question

 **If yes, what is the nature of your disability?**

[ ]  Amputee [ ]  Blind or Visually Impaired [ ]  Cerebral Palsy [ ]  Deaf or Hearing Impaired

[ ]  Dwarf [ ]  Learning Disability [ ]  Physical Disability – Ambulatory

[ ]  Physical Disability – Wheelchair User[ ]  Learning Difficulty – e.g. dyslexia

[ ]  Other [ ]  Prefer not to say

**England Athletics welcomes applications from people with disabilities. If you have a disability and require any assistance in order to complete this application, please contact the Human Resources Department on 0121 347 6565 or** **HR@englandathletics.org**

Please email this completed for to Shani Palmer spalmer@englandathletics.org by 5pm 30th April 2021.