



Portsmouth Northsea Swimming Club

Office T12, Floor 3, Portsmouth Guildhall, Guildhall Square, Portsmouth PO1 2AB
Telephone: 023 9284 1589

PERSON SPECIFICATION

Person Specification for the Post of: **HEAD COACH – PORTSMOUTH NORTHSEA - BEACON PROGRAMME**

<u>Minimum Essential Requirements</u>		<u>Method of Assessment</u>
1	Skills / Knowledge	
a	Have a clear understanding of the implementation of the principles of LTAD.	Application Form/Interview
b	Demonstrate leadership qualities, providing a positive role model.	Application Form/Interview/ Occupational Test
c	Be able to work effectively in partnership with other key agencies and build effective relationships with athletes, coaches, parents and volunteers.	Application Form/Interview
d	The ability to identify, recruit and develop athletes utilising existing and new talent networks.	Application Form/Interview
e	Excellent communication presentation, interpersonal skills and a good administrative ability.	Application Form/Interview
f	Proven management ability and understanding of budgeting of a sporting programme.	Application Form/Interview
g	Proven ability to work effectively as part of a team whilst being self-motivated.	Application Form/Interview
h	Successful track record of producing talented swimmers and knowledge of athlete pathways	Application Form/Interview
i	Solve problem creatively by, identifying the problem, evaluating alternatives and finding innovative solutions	Application Form/Interview/ Occupational Test
j	Be able to work to tight deadlines and pressure situations, such as when faced with negative responses or a demanding workload.	Application Form/Interview

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2	Experience/Qualifications/Training etc.	
a	To have proven successful international experience as a Swimming Coach.	Application Form/Interview
b	Be experienced in managing a multi-faceted support services team, incorporating sports science staff.	Application Form/Interview
c	Experience of mentoring coaches towards gaining formal qualifications	Application Form/Interview
d	To hold a minimum of a ASA Level 3 Coaching Qualification, and be willing to work towards Level 4	Application Form/Interview
3	Work Related Circumstances	
a	Willingness to work irregular hours, travel and attend overnight meetings	Interview

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