

## ERSKINE STEWART'S MELVILLE SCHOOLS'



### TALENT DEVELOPMENT HOCKEY COACH

Stewart's Melville College are recruiting for a Talent Development Hockey Coach. We are looking for an enthusiastic and motivated coach, with the personality and drive to make a difference to our schools strong and ever-developing hockey programme. The postholder would be working with players who are just picking up a stick for the first time to those who are currently part of the Scotland U16 and U18 National squads. Alongside the Head of Hockey, the postholder would continue to drive the development of our programme that has been fortunate enough to win numerous national titles at both U15 and U18 level over the past 10 years, running tours domestically and internationally (most recently to South Africa in 2018). The role would suit candidates from a number of different backgrounds: from those looking to develop their career as a full-time hockey coach, to qualified or aspiring PE Teachers, to performance hockey players who wish to develop their coaching craft within a school environment.

ESMS staff are passionate, pioneering and strive for excellence in everything they do. We value the incredible contributions they make to school life, we invest in their careers and we support their ambitions so that they flourish professionally and personally.

This is a permanent, term time position available from 23 August 2021 for 27.5 hours per week. The starting salary will be £20,877 per annum (ESMS Support Staff Scales H30).

**The closing date for applications is 12pm on Monday 10 May 2021. We anticipate interviews will be held in the week commencing 17 May 2021.**

#### THE POST

Talent Development Hockey Coach

#### BASIC FUNCTION

The Talent Development Hockey Coach will support the Head of Hockey and in turn the school's hockey programme in continuing to develop and drive a clear and focused pathway for players across all ability ranges from P5 to 1<sup>st</sup> XI. They will also be required to lead a year group hockey team and provide administrative support across all areas of the programme. They will also assist in the delivery of the Junior and Senior School Games Programme during the summer term.

## **ACCOUNTABILITY**

The Talent Development Hockey Coach will be accountable to the Head of Hockey at Stewart's Melville College, and through them to the Head of Physical Education and Sport.

## **AUTHORITY**

The Talent Development Hockey Coach will have authority as delegated by the Head of Hockey.

## **RELATIONSHIPS**

The Talent Development Hockey Coach will work closely with the Head of Hockey, the Head of Junior and Senior School Boy's Sport and other promoted staff.

## **RESPONSIBILITIES**

### Deliver Hockey Activities (50%)

- Play a significant role in the delivery of all hockey (games) pitch sessions with the other appointed members of the coaching team; effectively applying Stewart's Melville College (SMC) principles of the game and development themes that are linked to Scottish Hockey's 'BRAVE' model. All activities will have a talent development focus
- Provide a least 1 indoor (lunch time) Hockey session and 1 Hockey Academy (Monday afternoon) session per week
- Where appropriate lead communications with parents and maintain registers for sessions.

### Development Activities (25%)

- Provision of video analysis to designated individuals and teams
- Alongside the Head of Hockey, assist with the planning and administration of annual (domestic) and biannual (international) year group and 1st/2nd XI tours
- Alongside the Head of Hockey, continue the development of a working plan for the delivery of all daily, weekly and yearly pitch sessions in effectively applying a talent development focus, SMC principles of play and development themes all in relation to Scottish Hockey's 'BRAVE' model
- Prioritise player development over competitive result
- Support the Head of Hockey to produce summative written feedback for prioritised players and year groups
- Work with the Head of Hockey to produce online resources for Hockey staff.

### Summer Games Programme (20%)

- Full involvement in the Summer games programme, including planning and leading sessions for Senior and Junior School pupils including Saturday morning practices and fixtures.

### School Tours (5%)

- Attendance on major and minor school tours, as required
- The postholder may on occasion be required to drive the ESMS minibus to travel to fixtures.

## REQUIRED SKILLS

	<b>Essential</b>	<b>Desirable</b>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• A dynamic coach, able to deliver exceptional development opportunities to all ages and abilities</li> <li>• Experience of working in a club or school environment</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in hockey talent development environment - district, regional (Academy) or national level</li> </ul>
<b>Skills/ Abilities/ Qualifications</b>	<ul style="list-style-type: none"> <li>• Demonstrable hockey coaching experience, particularly in relation to the application of the talent development principals</li> <li>• GB Hockey Sessional Coach qualification - Level 2 (or equivalent)</li> <li>• Proficient in the use of Microsoft Office and computer literate</li> </ul>	<ul style="list-style-type: none"> <li>• GB Advanced Coach Programme (Previously Level 3), or currently working towards</li> <li>• Umpiring qualification</li> <li>• Relevant cricket or athletics qualifications</li> <li>• A strength and conditioning qualification is not a prerequisite of the role but could provide the opportunity to secure additional working hours each week</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• A positive attitude and solutions focused approach to their work</li> <li>• A forward-thinking coach who understands a games-based and constraint led coaching approach</li> <li>• Excellent communication skills, orally and in writing</li> <li>• Interpersonal skills and able to relate to children</li> <li>• Self-motivated and able to work independently and as part of a team</li> <li>• Excellent organisations skills, attention to detail and time keeping</li> </ul>	<ul style="list-style-type: none"> <li>• Full, clean driving license as the postholder may on occasion be required to drive a minibus to travel to fixtures</li> </ul>

## REMUNERATION AND OTHER CONSIDERATIONS

As an equal opportunities employer, ESMS is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join ESMS.

<b>Hours of Work</b>	<p>This post is available from 23 August 2021 and the postholder will be contracted for 27.5 hours per week. The hours of work are: Monday, Tuesday, Thursday and Friday – 12.00pm to 5.00pm Wednesday – 12.00pm to 4.30pm Saturday – 9.00am to 12.00pm</p> <p>Flexibility may on occasion be required due to the nature of the role (start and end times of sessions may vary). The postholder will be required to attend games and fixtures (at home and away) on Saturday mornings.</p>
<b>Holidays</b>	<p>This is a term-time only post, which takes into account a pro-rated entitlement to annual leave and statutory holidays to be paid as part of the monthly salary payment. No annual leave may be taken during term time.</p>
<b>Salary</b>	<p>Salary will reflect qualifications and relevant experience. The starting salary will be £20,877 per annum (ESMS Support Staff Scales H30). All salaries are reviewed on 1 April annually.</p>
<b>Location</b>	<p>The post holder will be based on the Stewart's Melville College site at Queensferry Road.</p>
<b>Eligibility</b>	<p>ESMS is unable to sponsor the employment of international workers in this role. International applicants will therefore be unable to apply for and secure a Skilled Worker visa. The successful candidate will only be able to take up this role if they can demonstrate an alternative right to work in the UK.</p>
<b>Pension</b>	<p>The successful candidate will be enrolled automatically into the Merchant Company Stakeholder Pension Scheme.</p>
<b>Staff Benefits</b>	<p>Staff are offered a range of benefits including: free school lunch during term time, use of the schools' swimming pool and fitness room outside school hours and membership of the ESMS Discount and Benefits Scheme, including a range of discounts at 130,000 retail and entertainment locations. Staff with children at the Erskine Stewart's Melville Schools are entitled to a tuition fee discount of 50% from Nursery to Sixth Form.</p>

ESMS reserves the right to withdraw this position at any time.

## **APPLICATION PROCEDURE**

Applicants must complete the Support Staff application form and Equal Opportunities Monitoring form to be considered for this position. Please note CVs and cover letters will not be accepted. Please submit both forms to [recruitment@esms.org.uk](mailto:recruitment@esms.org.uk) before the closing date.

Any enquiries about this position should be directed to Jenny Mallinson, HR Advisor, at [recruitment@esms.org.uk](mailto:recruitment@esms.org.uk) or by phone on 0131 347 5891.

**The closing date for applications is 12pm on Monday 10 May 2021. We anticipate interviews will be held in the week commencing 17 May 2021.**