



## Background

Our Ladies 1<sup>st</sup> team will be playing in South Central Premier League 2 in the 2023-24 season. Having had a taste of the Ladies South Prem 1 in 2021, the complete rebuilding of the team saw a fantastic transformation as the 22-23 season progressed, with an abundance of new talent coming through. The enthusiasm and developing skill of this great team represent a fantastic opportunity to continue to build on the progress to date. There is the skill potential and ability to break back into the Prem Division 1 this season.

## So that's our immediate objective!

We are looking for a coach to be part of this winning team and committed club. If you think you would like to be part of this fantastic club – we would love to hear from you!

The squad **train on a Thursday evening**, (at what will be our super new pitch complete with cutting edge LED floodlights) in conjunction with our 2<sup>nd</sup> team. This provides both team coaches good visibility across the two training squads and can easily organise for players to switch sessions and encourage individual development opportunities.

As a club we are very fortunate to have a wealth of talented young players. We have been working on creating the ideal player pathway (Talent Centre development – with the Club hoping to be fully EH accredited Talent Centre in 2023) to ensure these young players have every opportunity to perform at the highest possible standard and that more importantly allows them to reach their own personal goals.

## Payment.

This is of course a paid role, and the club will pay an hourly rate linked to the level of qualification, covering both coaching & training sessions and match day coaching. Furthermore, there is a generous package of club membership benefits available.

## Role Requirement

The Coach will be responsible for the development of the team in every aspect of technique and match play, including the development of skill and tactics necessary to progress further.

It is likely that the successful applicant will have good playing experience (preferably high level), achieved at least a Level 2 coaching award from England Hockey (or played, coached to International Standard) and a successful track record in coaching a ladies team.

Specifically,

- The Coach will be responsible for Ladies 1<sup>st</sup> Team training, fitness, and selection. The coach will work with the ladies 1<sup>st</sup> team captain on match day arrangements and on-field discipline, attending all matches. It is anticipated that the Coach will coach and manage from the side-line on match days and not play for the team being coached, but is actively encouraged to play for other teams within the club, unless pre-agreed with the Chairman.
- The services provided will cover all training sessions and all league fixtures, and to fully support all cup matches for the 1<sup>st</sup> Team, for the duration of the season. The expectation is that a full



programme of team training would commence at the start of August each year, with the season usually concluding in mid-April latest.

- To produce and deliver a robust and coherent strategic plan for the development and playing strategy for the team and liaise openly with the 2<sup>nd</sup> Team coach to help achieve this.
- The coaching programme must deliver a sound combination of both personal and squad development plans to maximise the effectiveness and progress of all players. Efficient and regular communication with players and the 2<sup>nd</sup> team coach will give the opportunity to review the plans and will also encourage a smooth transition of players between the two teams where needed.
- The coach will embrace the friendly, positive but competitive environment that the team has developed over the years but will bring new creative ideas and fun to help the team build on this further. The team environment must continue to be attractive to potential new players.
- Will in conjunction with Club Captain and supporting management team ensure the Club's objectives for good discipline, umpire co-operation and sporting prowess are always achieved and ensure all league and competition regulations are observed.
- Be fully supportive of the Club's marketing, PR, & sponsorship programmes to help facilitate the growth of the Club's reputation & revenue raising programmes.
- For clarity, the appointed Coach is required to maintain adequate insurance cover relevant to the provision of these services, and it is recommended that this is provided and included through the England Hockey Coaches programme.
- Winchester Hockey will ensure that all relevant Club policies, risks assessment forms and welfare documentation remain current and is always available for access and download from the Clubs website. It is the Coach's obligation to ensure they have accessed the relevant information and comply fully with all rules regulations and policies of the Club. Where and as required, this will require completion of standard EH approved DBS check by Winchester in conjunction with EH.

As well as encouraging competition for places in every team, the Club ethos will continue to engender a wider Club Spirit, with the Club Captains' holding regular Team Captains' meetings, reviewing squad selection to ensure highest performers are playing in the best possible positions. This process should ensure that the Ladies 1<sup>st</sup> Team Coach should be aware of developing players with ambition to progress.

It is expected that the Coach will also liaise closely with the Club's Director of Coaching to help ensure the club can continue to develop its own coaching programme in a consistent manner, and there is also a requirement for the Coach to periodically attend either U16 coaching sessions or Talent Development Group sessions to assist in the identification of talent to promote into the Ladies 1<sup>st</sup> Team

The Ladies Club Captain will be the Coach's main point of contact for any issues, concerns, or discussions for change. The Club Captain's wider role is to ensure all players throughout the Club are provided with every possible playing opportunity, positioned in the correct team, supportive of the Player Pathway development programme, and to ensure league registration rules are always adhered to.



**Personal Attributes.**

While understanding that the Coach needs to deliver clear, well communicated strategic direction, this needs to be achieved in a positive, friendly, and supportive style; working to achieve the best possible commitment and performance from each player and the team.

About Winchester HC:

Winchester Hockey Club is one of the oldest and largest hockey clubs in the country, founded in 1891 and running 8 men's teams and 4 ladies' teams. It is an EH Top 500 Club and has achieved Club Mark Status every year for the last 19 years. The junior section is flourishing, with 400+ members across age groups from under 8s to under 18s; and regularly achieve success in Hampshire leagues and cups, as well as competing in EH cup and Mercian League competitions.

More information about the club can be found on the website: <https://www.winchesterhc.co.uk/>

If you would like to get involved with the Club and apply for this or any other Coaching or Developmental role, or if you have further questions, please contact any of the following at the earliest opportunity:-

Andy Craig – [chairman@winchesterhc.co.uk](mailto:chairman@winchesterhc.co.uk)

Niki Wilkins – [ladiesclubcaptain@winchesterhc.co.uk](mailto:ladiesclubcaptain@winchesterhc.co.uk)

It is our intention to move quickly to confirm recruitment to this role, and you are invited to apply and send in your CV & covering letter soonest.

We will respond quickly and look forward to hearing from you.

Thank you.