



Head Coach (Bobsleigh)

Job Description

Role	GB World Cup Head Coach (Bobsleigh)
Role Profile	Working with Bobsleigh Manager for all aspects Bobsleigh
Reports to:	BBSA Directors via Performance Management Group (PMG)
Direct Reports:	It is anticipated that this role will have direct management responsibility for any contracted or employed ice, push or S&C coaches.
Location:	Bath but with additional UK and worldwide travel
Salary:	£60000 per year for 4 years starting 1 st October 2022 (subject to UK Sport funding)

Role Purpose

The Head Coach is responsible for the development, management and results of all World Cup (WC) teams and initiatives and for the planning and execution of development programs capable of producing future world calibre national team athletes. The Head Coach will play an influential role in developing and delivering the British Bobsleigh programme for the 2022-2026 Olympic cycle. The Head Coach will be expected to inspire others and provide effective leadership of world-class WC teams towards our ambitions, as well as provide tight financial control of all WC expenditure.

Mission

To train and develop Olympic and world-class bobsleigh champions

Key Objectives:

- The objective of the BBSA is to be a top 3 Olympic and Paralympic bobsleigh nation by 2026, with strength and depth at every level

The Head Coach will be responsible for leading the translation of these ambitions into reality and, alongside the Bobsleigh Team Manager, enabling the delivery of the performance strategy so that we achieve the Olympic cycle and annual medal targets across the Olympic and Paralympic programmes within British Bobsleigh.

The Priorities for the Role are:

Is to provide Coaching and Leadership to the World Cup Athletes

Manage and develop a high-performance culture within British Bobsleigh, therefore creating the potential for Olympic and world-class champions for the future

Deliver progressive competitive results from current top 15 to a consistent top 6 and/or podium across all World Cup bobsleigh competitions

Work with and support the coaching staff and other members of the senior bobsleigh leadership team to provide thought leadership and strategic direction for the World Class Performance Programmes within British Bobsleigh, including the development of the Women's, Para and Youth streams of the programme

Build positive and mutually beneficial relationships with key partners, including UK Sport (UKS), English Institute of Sport (EIS), British Olympic Association (BOA), University of Bath (UOB) and partners and sponsors

Provide overall management of all resources (including financial) within the World Cup

Collaborate with the Bobsleigh Manager to ensure a robust and fully UK Sport compliant athlete selection process for Elite, Talent ID, Para and Youth national teams

Assist in developing sponsorship opportunities for British Bobsleigh and the BBSA, working alongside the nominated BBSA Director and member(s) of staff

Work effectively with the BBSA Board and Director(s) of British Bobsleigh to ensure there is integration and wider organisational support in areas such as strategy development, athlete communications, governance and compliance with the International governing body (International Bobsleigh & Skeleton Federation, IBSF), performance reporting, accountability and scrutiny

Key Responsibilities:*Performance Leadership*

- Provide leadership, management and strategic direction for World Cup teams within British Bobsleigh
- Provide support for the bobsleigh coaching staff, technicians and administration team
- Design and implement an agreed coaching strategy, leading and managing the coaches in the programme to ensure that they are equipped with the right skills, knowledge, resources and experience to optimise the performance of the programme athletes

- Work with the Athlete Development Coaches to produce world-class athletes within the British Bobsleigh programme for both Olympic and Paralympic disciplines
- To report to the Director(s) of Bobsleigh and the BBSA Board on the strategic and operational plans and budgets for execution of the annual programme across all aspects of British Bobsleigh

Business Leadership

- Sit on the PMG and play a full part in the collective responsibility for setting the strategic direction for the whole sport through the BBSA Bobsleigh Strategic Plan, resulting in increased levels of participation and performance of Men, Women, Para and Youth
- Ensure the effective day-to-day management of the World Cup teams
- Hold responsibility for devising the annual World Cup budget and ensure that all expenditure and costs are kept within the PMG approved budget

Working relationships, developing others and high-performance team culture

- Work closely with UKS, EIS, BOA, UOB and British Skeleton in promoting British Bobsleigh
- Work positively with athletes, teams and external parties that make a contribution to the talent pathways and performance environment within the sport (e.g., coaching and competition)
- Maintain a good relationship with all press and media, working with the Board and BBSA communications lead to ensure that the integrity of the performance function is maintained at all times
- Develop a strong working relationship with the IBSF in relation to the development of Olympic/Paralympic disciplines and major events
- Build effective relationships and drive collaboration with the BBSA Board, including coaching, governance and compliance and marketing and communications in order to maximise performance and other business-wide objectives
- Develop a strong and open relationship with all BBSA staff but, in particular, with the Head of Finance to ensure fiscal compliance and effective financial management
- Personal commitment to creating a culture of collaboration, team working, innovation and support

Knowledge, Skills and Expertise

- A background of coaching, leading and operating in elite sport at the highest level

- A comprehensive understanding of coaching, international competition and talent pathways
- Strong planning and organisation skills
- Ability to manage budgets and maximise resources
- Experience of working with multiple partners, stakeholders and volunteers to achieve success, including working with public funding agencies
- A broad understanding of governance and a proven commitment to operating within a strong policy framework
- A commitment to safeguarding young people in a talent environment

Expected Behaviours

- Outstanding communication skills - written, verbal and presentation
- Resilience and stamina
- Significant and proven experience in being able to influence others
- Commitment to equality and diversity
- Balanced decision making with high emotional intelligence
- Motivated and results orientated with the drive to take tough decisions, continuously raise the bar and achieve targets
- Strategic thinker - can establish a vision, provide direction and inspire followership
- Strong planning and organisation skills and adept at managing change
- A team player with an open and consultative style and optimistic approach
- Good self-awareness and emotional intelligence
- Ability to develop and maintain strategic relationships and to build trust and confidence with key stakeholders
- Commitment to strengthening collaboration across disciplines and to optimise performance pathways and athlete progression where possible

How to Apply

Applications: please send a covering email with your CV to mark.silva@thebbsa.co.uk

Deadline: 06th August 2022