



RYA 29er Transition Training Squad Head Coach

Responsibilities

Purpose

The purpose of the RYA 29er Transition Training Squad Head Coach is to provide the very best training and competition support system for our young 29er Transition Training sailors in order to:

- Achieve the best possible performance by GBR teams at World and European Championships in the current and succeeding years.
- Feed into the RYA Youth and Olympic Development Programme, individuals who are likely to excel.
- Develop and promote a climate of excellence within the Class.

Context

The RYA 29er Transition Training Squad Head Coach is responsible for the annual training programme for the top GBR 29er Transition Training sailors, ranging in age from about 14 to 17 years old, who are members of the RYA Transition Training Squad.

The 29er class is recognised by the RYA as an important breeding ground for world-class sailors at Olympic level, giving the RYA 29er Transition Training Squad Head Coach a significant opportunity and a key role within the RYA Youth programme to influence the successful development of this group of sailors.

Dimensions

The RYA 29er Transition Training Squad Head Coach is responsible for overseeing the development of the top GBR 29er Transition Training sailors, and managing a team of Assistant Coaches. This entails leading the squad coaching as well as overseeing the transition and development of key sailors, from the RYA National Junior programme and assisting with their selection.

The Head Coach's main responsibility is to deliver a well planned and structured 29er Transition Training Programme, which develops large numbers of talented 29er Transition Training sailors and equips them with the appropriate skills to win medals on the international stage and make a successful progression to the Youth programme at the optimum age.

Additionally the 29er Transition Training Squad Head Coach is expected to liaise with the RYA and the GBR 29er Class Association regularly with regard to the plans, arrangements and logistics of the programme and in the selection of assistant coaches for domestic camps and international regattas. The candidate is expected to deliver the programme to the standards agreed with the RYA Double Handed Pathway Manager.

The 29er Transition Training Squad Head Coach will be supported and Managed by the RYA Double Handed Pathway Manager and supported by appointed RYA Performance Specialists in the areas of Physiology, Physiotherapy, Psychology and Meteorology in order to ensure sailor development is maximised.

The 29er Transition Training Squad Head Coach should liaise closely with the Senior Administrator, for the Youth Racing Programmes who will support and liaise with the Coach over the implementation of the arrangements for the programme. The 29er Transition Training Squad Head Coach should also liaise as necessary with the Class Coordinator.

Responsibilities

The RYA 29er Transition Training Squad Head Coach is responsible for:

1. Programme Planning

You are responsible for producing the RYA 29er Transition Training, Training and International Competition Programme. To this end you will:

- Review the lessons learned from previous squad training, World, and European Championships and significant International regattas preparation and performances.
- Recommend and agree the performance targets for the programme with the relevant RYA Manager.
- Ensure that individual sailor needs are identified and addressed.
- Prepare a comprehensive training plan, taking account of the 29er Transition Training Class Training Policy and the lessons learned from previous World/European Championships and winter training.
- Recommend the most suitable domestic and international competition programme.

2. Selection Support

You are responsible for assisting and informing the Selection Committee to identify the regattas and processes used to select sailors who meet the selection criteria for the Transition Training Squad. To this end you will:

- Liaise with the RYA selectors.
- Communicate the RYA Transition Training Squad and International travel grant selection policies with sailors, parents and the class.
- Identify appropriate regattas to be used for selection purposes and establish benchmarks and milestones to achieve selection.
- Attend key events, as detailed in the contract, and the coaching schedule to assess current squad sailor progress and identify sailors that you believe meet the selection criteria.
- Feedback your observations to the selectors and RYA Youth Programme staff.

3. Squad Training Camps

You are responsible for the delivery and organisation of the 29er Transition Training Squad Training in the UK, including the safety of all participants. To this end you will:

- Plan the structure of the training programme which ensures that the necessary technical competencies identified within the 'controllables' are comprehensively addressed.
- Establish and maintain a technical syllabus for the Squad Programme.
- Determine the Assistant Coaches required to support the delivery of different parts of the training plan, e.g. boat speed, starting, strategy, rules, and meteorology.
- Determine the requirement for other Performance Specialists to assist in the delivery of the specialist areas of the training plan, e.g. fitness, hydration, nutrition and psychology.
- Prepare a detailed programme/schedule for all training camps, including alternative plans for different wind conditions.
- Undertake the pre and post weekend remote coaching to ensure that sailor development continues outside of identified Transition Training Squad camps.
- Engage with parents to ensure key stakeholders are adequately informed regarding the training plans and progress.
- Liaise with the RYA Youth Racing Senior Administrator to ensure that the training aids and RIB's that you require are arranged in time for the training sessions.
- Ensure that the individual sailor's needs are addressed during the training programme.
- Ensure that parents and RYA programme staff are kept adequately involved in the programme by the facilitation of regular meetings and reports as well as sharing remote coaching as is appropriate.

- Familiarise yourself with relevant RYA Safety Guidelines, and assess local hazards at each venue.
- Familiarise yourself with the RYA Supervision Guidelines and oversee the implementation of appropriate supervision procedures during Training Camp with House Parents.
- Report on the delivered coaching programme, three times a year, to the Double Handed Pathway Manager.

4. Managing Assistant Coaches

You are responsible for managing the Assistant Coaches. To this end:

- Determine the role of all Assistant Coaches.
- You will inform all Assistant Coaches well in advance of lectures they are expected to perform.
- You will brief and debrief each Assistant Coach for all training sessions.

5. International Competition Support

You are responsible for liaising with the sailors, parents, the class and the RYA to identify and arrange the most suitable logistics and support for the teams attending International events that are part of the agreed International Competition Programme. To this end:

- You should liaise with the RYA to determine the optimum travel and accommodation arrangements for the coaches and sailors.
- You should liaise with the RYA Double Handed Pathway Manager to provide/arrange coaching support prior to and during the event to all team members.
- You should ensure RYA Youth Racing and Team GBR Communications are kept informed throughout the regatta and take or arrange the submission of photographs and video to ensure sponsorship, promotional and media needs of the programme are fulfilled.
- You should provide/facilitate a performance debrief for each team member at the end of the Competition.
- You should provide/facilitate the completion and return of the RYA Venue Database Report.
- You should prepare a report for the RYA after the event, providing details of the event, including race management, and performances of individual sailors in the team.

6. Professional Development

You have overall responsibility for the development of your assistant coaches and your own coaching effectiveness. To this end:

- You and your Assistant Coaches should attend the RYA World Class Programme CPD, Youth and Junior Programme CPD and other personal development sessions upon request.
- You should ensure your coaching effectiveness is constantly improved through arranging your own training and attending RYA Youth and Junior Coach Continuous Professional Development Workshops as well as by pursuing other personal and professional development.
- You should recommend further training for your Assistant Coaches and promote personal development and volunteering within the class.

7. Image

You are responsible for presenting yourself and behaving in a highly professional manner in keeping with your position. To this end:

- You should wear the relevant RYA branded clothing in all programme activities.
- You should follow, enforce and report breaches of the RYA Coaching Code of Ethics and Conduct and other relevant disciplinary or safety policies.

The responsibilities are likely to evolve as the programme develops further.

Reporting

The RYA 29er Transition Training Squad Head Coach reports to the RYA Double Handed Pathway Manager.

Once the training programme has been agreed with the RYA Double Handed Pathway Manager, liaison will be with the RYA Youth Racing Senior Administrator in order to implement it, with week-to-week interaction with the RYA Double Handed Pathway Manager.

Line management for issues within the role, and personal development are direct to the RYA Double Handed Pathway Manager.

Support Resources

The RYA Double Handed Pathway Manager will provide 1 to 1 mentoring.

The RYA Youth Racing Senior Administrator organises the venues, accommodation, and all associated weekend arrangements including the booking of RIB's, parental support, and circulating weekend programme to sailors and administration information to coaches as necessary for the Squad.

The RYA Youth Racing Senior Administrator is able to disseminate information to the Squad so that the National Squad Coach does not have to be involved with the everyday arrangements or with liaising with squad members on day-to-day administration issues.

The Coach may also access the RYA Coaching Equipment Loan Scheme.

Knowledge, Skills and Experience

The ideal candidate should:

- Have proven competence as a training programme manager, with solid organisational, presentational (e.g. using Powerpoint) and analytical skills to develop the on-going programme from year to year.
- Be able to inspire sailors, parents, coaches and volunteers alike.
- Have experience of working with sailors within the 29er Transition Training age range, including a willingness to accept the challenge of dealing with the wide variety of issues likely to arise amongst a group of approximately 24 children.

Number of Days Required

There are three open training weekends and four Transitional Training Squad weekends organised annually, which combined with CPD sessions, head coach meetings, 1:1's and the delivery of International Competition support gives a minimum requirement of 35 coaching delivery days, many of which are weekend days. Combined with Administration and Programme Management days a total of 40 days should be considered a reasonable estimate.

In addition, the ideal candidate should coach/attend:

- Any additional training days deemed necessary by the RYA Double Handed Pathway Manager and 29er Class Steering Group at a mutually convenient time.

Dispensation will be given to exclude these additional tasks, except that overall coordination and integration of training and development remains the responsibility of the Head Coach.

Benefits

The fee for the RYA 29er Transition Training Head Coach will be determined in accordance with the RYA Coach Fees Policy, taking account of the experience of the appointed Coach and the number of days required to deliver the role.

Initially the appointment is on a year-by-year contract and subject to satisfactory performance reviews. However, the RYA aspires to have reasonable continuity, and would therefore hope that the selected candidate would stay with the class for at least three years.

The RYA will also provide branded clothing and access to the continuously professional development programme for Youth and Junior National Coaches.

Conditions

The standard Terms and Conditions of Appointment for RYA National Junior Coaches and the RYA Coaching Code of Ethics and Conduct apply to this post. Copies are available on request.