



EDINBURGH TRIATHLETES

LEAD DEVELOPMENT SQUAD COACH

Background

In 2019 the group that had previously been constituted as the Hartree JETS joined with the area's oldest club Edinburgh Triathletes to become the ET Squad.

Built on a collective ethos, the 'Squad' members pay a fee that is over and above that paid by other members of Edinburgh Triathletes and for this they receive an enhanced coaching and feedback programme built around a number of key weekly sessions which are carefully planned using the theory of periodisation.

Each individual squad athlete has their own goals and it is important that these are accounted for within a squad structure.

It is accepted that there are many professional coaches in the area (some of whom are part of the voluntary ET workforce) and ET members may already be choosing to use the club for part of their training while paying others for training programmes. Where the squad comes in is that it offers a professionalised environment for athletes who wish to pay for an enhanced service whilst being part of a like-minded group (the Squad).

The Squad is not designed to be the only option for 'elite' development in the area (for the reasons noted above) but it is hoped that the coaching and ethos will make the Squad a very attractive option for those wishing this type of development in a professional and nurturing environment.

The role

The successful candidate will take primary responsibility for the recruitment of Squad members; the formation of the programme for the Squad; the day-to-day administration, liaison with and coaching of the Squad.

The Lead Development Squad Coach will oversee the development of short-term, medium-term and annual coaching plans for each of the Squad athletes across the three triathlon disciplines of swimming, cycling and running.

As this is the only paid position in the organisation, the Squad needs to be self-financing and therefore the recruitment of members is crucial. There is also an expectation that the Lead Squad Coach will work with the ET Partnerships Manager (volunteer Committee member) to ensure that any shortfall in funding from squad fees comes from means other than general membership fees.

The squad coach **will** be expected to join the coaching rota for the general ET club sessions as a means of becoming known to all members. This is not to put pressure on club members to join the squad but to show the quality of coaching on offer. It will also enhance the link between the squad and the club and give a more collegiate feel as desired by the committee. The squad coach will also be expected to attend ET Coach meetings and support the Head Coach in the development and delivery of the Club's coaching plan. **This coaching commitment will be as part of the voluntary workforce and not part of the professional hours.**

The club is committed to providing some joint club and squad sessions as this was one of the key prerequisites presented to the club members when they agreed to the amalgamation of the squad. The coaching of these sessions will be shared amongst the coaching workforce.

Candidate Requirements

The successful candidate will display the following:

- A coaching philosophy that is in-keeping with the ethos of Edinburgh Triathletes. This includes the development of a positive environment and culture in which athletes feel appropriately comfortable and challenged
- The ability to motivate and inspire
- A relevant level of coaching experience and qualification
- An inclusive and open communication style with the ability to explain the purpose and aims of individual sessions and how they fit into a wider plan (the why as well as the how!)
- A willingness to engage with the wider triathlon community as well as the wider ET club

- A commitment to continuous professional learning and a willingness to share this with the wider coaching workforce and through their own practise
- A willingness to engage with all members of the voluntary coaching workforce through attendance at coaches meetings
- A commitment to the holistic benefits of the sport of triathlon beyond performance

Reporting

The successful candidate will report to the Head Coach of Edinburgh Triathletes. They may be asked to attend occasional club committees meetings where required.

Expectations of hours

The current coaching commitment is full time, however we are open to suggestions as to how the successful candidate might manage the appropriate level of coaching on a less than full time basis. This may include increased use of technology to support delivery of coaching plans, particularly for athletes on the 'virtual' programme. Squad sessions frequently take place early in the morning (before 'normal' working hours) and in the evenings, so flexibility in terms of time is a pre-requisite.

Remuneration

The Squad season is split into 13 blocks of four weeks. The Squad is funded by its members along with sponsorship/partnership donations. The current payment is £1700 per four week block.

It is important to note that payment is arranged through invoicing – the successful candidate will be self-employed and will invoice Edinburgh Triathletes for their services at the end of each four week block, with payment in arrears within five working days of the invoice being submitted.

Application by covering letter and CV to president@edinburghtriathletes.org