

The Canoe Association of Northern Ireland

PERSONNEL SPECIFICATION

Job Title: Head Sprint Coach

Responsible to: Chief Officer

Location: CANI Office Belfast

Hours: Minimum of 37.5 hours per week

Salary: £32,400 per annum

Contract Period: Fixed term until the 31st March 2021, subject to funding from Sport NI.

Criteria:

	Essential	Desirable
Qualifications	<p>*A British Canoeing level 2 coach or equivalent nation qualification.</p> <p>Or</p> <p>*Experience of coaching within a high performance programme.</p>	<p>**British Canoeing Level 3 or above coaching qualification or equivalent</p> <p>Or</p> <p>A degree or equivalent 3rd level qualification which can be proven relevant to the post or, 4 years full-time (or part time equivalent) experience working in an environment that can be proven relevant to the post.</p> <p>Or</p> <p>**British Canoeing Level 4 (UKCC)</p>
Relevant Experience	<p>* 2 years coaching experience with talent or high performance athletes.</p> <p>* 2 years full time (or part time equivalent) experience in planning, developing, implementing and monitoring performer development programmes</p> <p>*2 years full time (or part time equivalent) experience of developing sport programmes through the delivery of presentations, seminars and workshops etc. to a range of audiences.</p> <p>*Demonstrable experience of working directly with performers across a number of stages of their</p>	<p>**1 years full time (or part time equivalent) experience in an environment that involves identification of talented sports people.</p> <p>2 years full time (or part time equivalent) experience in managing staff and/or volunteers</p> <p>Proven experience of developing pathways for talented athletes within one or more sports.</p> <p>Knowledge of the governance and structures of Canoeing in Northern Ireland.</p> <p>Competence in the use of software</p>

	<p>successful development</p> <p>Demonstrable experience of successful working with groups of coaches and volunteers.</p> <p>* Demonstrable experience of developing support services for athletes and coordinating programme delivery.</p>	<p>packages for business purposes, website maintenance and social media sites.</p>
Knowledge & Skills	<p>Demonstrable management and decision-making skills.</p> <p>Knowledge and understanding of Long Term Athlete Development Models and on-going research regarding Talent and High performance athlete development in a global context.</p> <p>Demonstrable interpersonal and communications skills.</p> <p>Organisational ability- for self and others</p> <p>Well-developed time management skills, including the ability to set and meet deadlines and to prioritise work.</p> <p>Demonstrable ability to work as part of a team.</p>	<p>Knowledge of the British Canoeing What It Takes To Win model.</p> <p>Knowledge of the specific preparation needs of athletes and coaches</p> <p>Understanding of funding issues and standards of accountability expected by funding agencies.</p>
Personal Qualities	<p>Ability to demonstrate integrity and appropriate working relationships with key partners.</p> <p>Ability to demonstrate confidence, empathy, enthusiasm and initiative.</p> <p>Willingness to seek personal development opportunities</p> <p>Presentable and articulate</p>	<p>Ability to think creatively and understand a wider context</p>
Circumstances	<p>*A clean current full driving license and access to a form of transport to meet the requirements of the post in full</p> <p>* Able to regularly work unsocial hours including evenings and weekends.</p>	<p>Have experience with towing trailers which will permit the post-holder to meet the requirements of the post in full.</p>

	<p>* Able to regularly undertake travel including overnight stays when required.</p> <p>Satisfactory Access NI Disclosure</p>	
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*Please note: Only those applicants who clearly demonstrate relevant achievement, experience, knowledge and understanding of the essential criteria will go forward to the next stage of the selection process.

**Desirable criteria may be used for shortlisting purposes if required.