



CARDIFF
DRAGONS

Pathway Lead /
U23 Head Coach

June 2024

Introduction

Cardiff Dragons are looking to recruit an inspirational and motivated individual with excellent coaching and leadership qualities, a strong work ethic and proven experience of working within high-performance netball to help us deliver on our ambitious aims as a Franchise as part of NSL 2.0.

We are looking for an inspirational Pathway Lead / U23 Head Coach to lead our new look U23 programme, and in conjunction with the Cardiff Dragons NSL Head Coach, develop our Pathway Programme (i.e., U15/U17/U19 and U23 age groups), leading, managing and preparing athletes both on and off the court for performance competitions, and supporting their evolution as athletes as they transition through the Cardiff Dragons Pathway. The Pathway Lead / U23 Head Coach will be responsible for the development of our talent pathway in collaboration with the NSL Head Coach and will be an experienced high-performance coach, who is athlete centered, has an open and inclusive, interpersonal coaching style, and a willingness to work collaboratively to aid talent development within the Cardiff Dragons Pathway.

The successful candidate will have a proven history of developing talent, and delivering effective talent development programmes, along with the ability to demonstrate both technical and tactical competence appropriate to the U23 age group. The Pathway Lead / U23 Head Coach will plan, lead, and deliver high-quality netball sessions for the U23 squad on a weekly basis in accordance with the 'Cardiff Dragons Way' and will lead the squad in the new look NSL U23 Competition. They will also work closely with the NSL Head Coach and Assistant Coach as well as the U19 and U17 NPL Head Coaches, to develop, lead and review the Cardiff Dragons Pathway Programme to and ensure sustainable success for the future. The successful candidate will benefit from professional development

Role Description

Role Summary: We are looking for an inspirational Pathway Lead / U23 Head Coach to lead our new look U23 programme, and in conjunction with the Cardiff Dragons NSL Head Coach, develop our Pathway Programme (i.e., U15/U17/U19 and U23 age groups), leading, managing and preparing athletes both on and off the court for performance competitions, and supporting their evolution as athletes as they transition through the Cardiff Dragons Pathway.

Typical Responsibilities

Pathway Programming

- In conjunction with the Cardiff Dragons Head Coach, establish and develop a Pathway Programme, that systematically prepares athletes both on and off the court for performance competitions whilst supporting their individual development.
- Create an annual plan for the Cardiff Dragons U15, U17, U19 and U23 programmes, working collaboratively with the Head Coaches of these age groups and the Cardiff Dragons NSL Head Coach.
- Connect with key support services personnel (i.e., Physiotherapists, Strength & Conditioning Coaches) and other multi-disciplinary team members where appropriate to ensure added value to the Performance Pathway programme.
- Develop, monitor, and manage the training schedule and load of players within the Pathway Programme.
- Engage with key stakeholders to ensure that athlete training programmes and competition

02920 334950

INFO@CARDIFFDRAGONS.COM

SPORT WALES NATIONAL CENTRE, SOPHIA GARDENS, CF11 9SW

schedules are monitored effectively to ensure the best outcome for the athlete.

- Liaise with the relevant national coaches regarding the delivery and support of age-group athletes through Individual Performance Plans (IPP).
- Ensure competitive opportunities with the other NSL Teams or equivalent opposition to prepare athletes for performance competitions (i.e. NSL/NPL).
- In collaboration with the NSL Head Coach and selectors, lead and manage the process of selection of players into the Cardiff Dragons Pathway and age grade coaches where appropriate. Ensure all selections for Pathway Programmes are in line with the selection policy.
- Provide information to athletes and clubs within the region regarding the Cardiff Dragons Pathway Programme, to ensure that athletes and clubs are aware of entry points to the Pathway Programme.
- Manage the athlete inductions, feedback, and exit process for the Pathway Programme.
- Consult with a wide range of stakeholders, including players, parents, coaches, volunteers and administrators.
- Oversee volunteer coaches to ensure aligned and effective pathway delivery within the Cardiff Dragons Pathway environment (i.e., U19, U17 and the U15 squads).
- Develop strong relationships with Cardiff Dragons Pathway coaches across all age groups, to ensure they are well supported, and that you are all working together to achieve aims and targets aligning with NSL 2.0 Expected Operating Standards.
- Undertake role specific CPD as directed by the Head of Performance.
- Work with the Performance Operations Lead, to co-ordinate and ensure that the provision of all Pathway squad training and competition requirements.
- Support Pathway athletes through all requirements of anti-doping and drug testing prior, during and post international competitions.
- In collaboration with the NSL Head Coach and the relevant age grade Head Coaches, ensure the effective management and development of all Pathway athletes.
- Lead and support the growth of activity connected to the Pathway Programmes (e.g., Camps and Hubs) as directed and agreed by the Head of Performance.
- In collaboration with the Head of Performance, contribute to the Pathway Review process and engage in reporting as required.

U23 Programme:

- Plan, lead, and deliver high-quality netball sessions for the U23 Squad in preparation for competition.
- Undertake the necessary planning for each session to ensure progression throughout, aligned with the Cardiff Dragons Way.
- Lead and coordinate the wider support team for the U23 Squad i.e., the multi-disciplinary support team (i.e., sports science and medicine).
- Work closely with the NSL Head Coach and Assistant Coach to establish rapport and effectively support the transition of athletes between the U23s and NSL squads.
- Work with the Performance Operations Lead, and the Team Manager, to co-ordinate and ensure that the provision of U23 squad training and competition requirements.
- Support Pathway athletes through all requirements of anti-doping and drug testing prior,

02920 334950

INFO@CARDIFFDRAGONS.COM

SPORT WALES NATIONAL CENTRE, SOPHIA GARDENS, CF11 9SW

during and post international competitions.

- Lead and support the delivery of coaching workshops and mentor sessions for Cardiff Dragons Pathway coaches, schools, colleges, universities, and clubs as required.

Other:

- Support and maintain the successful image and profile of the Cardiff Dragons Pathway, and its athletes, and contribute to promotional activities as required.
- To ensure that all activities are conducted in an appropriate way in accordance with health and safety, safeguarding and duty of care policies within Cardiff Dragons, NSL and Wales Netball.
- Engage in productive and cooperative working relationships with Wales Netball, England Netball and NSL.
- Undertake such duties as requested by the Head of Performance as may be required from time to time as are consistent with the responsibilities of the post. This job description is not to be regarded as exhaustive.

Key Competencies

Qualifications	Essential	Desirable
○ UKCC Level 2 qualification	✓	
○ UKCC Level 3 qualification		✓
○ An undergraduate degree (or equivalent) in a relevant Subject		✓
○ Current certificate in Safeguarding and Protecting Children		✓
○ Current First Aid Qualification		✓
Skills & Experience	Essential	Desirable
○ Experience of working in a high-performance netball environment	✓	
○ An athlete centred approach to ensure effective development of individuals athletes	✓	
○ Leadership experience in a Head Coach capacity		✓
○ The ability to articulate tactical changes and technical improvements to players in a pressurised situation in a concise and meaningful manner	✓	
○ Demonstrable recent experience of leading or supporting an elite age grade netball team or assisting in the leadership of a successful/elite senior team	✓	
○ Excellent and up to date knowledge of netball technical and tactical requirements at high performance and elite level	✓	
○ The ability to lead and work within a multidisciplinary team	✓	

○ Experience of managing volunteers and collaborating with external partners	✓	
○ Analytical thinker – can contribute to and implement the strategic vision of Cardiff Dragons	✓	
○ Ability to create a high-performance culture with transparent and honest leadership	✓	
○ Experience of administration	✓	
○ A sound working knowledge of Microsoft office (word, excel, PowerPoint, Access, and Outlook)	✓	
○ Knowledge and experience of using performance analysis software i.e. Hudl / Sportscode	✓	
○ Excellent presentation skills and report writing skills	✓	
○ An athlete centred approach to ensure effective development of individual athletes	✓	
○ An understanding of the benefits of Sports Science and Medicine and Performance Analysis, and their application to performance netball	✓	
○ A strong understanding of coaching, sport development, talent ID, talent pathways	✓	
Other	Essential	Desirable
○ Ability to take a flexible approach to work issues and to plan and prioritise work to meet tight deadlines regarding both team and individual tasks	✓	
○ The ability to provide logical solutions to problems and to seek referral when necessary	✓	
○ The ability to communicate effectively with colleagues, performance personnel, both orally and in writing	✓	
○ Ability to draft routine correspondence, draft reports and take effective notes of meetings	✓	
○ Ability to produce accurate work whilst working under pressure	✓	
○ Initiative-taking, enthusiastic, and organised	✓	
○ Ability to travel extensively across the UK for competitions	✓	
○ Flexible working – including regular evening and weekend working	✓	

Terms of Appointment

Job Title: Pathway Lead/ U23 Head Coach

Contract: Full Time, Fixed Term (3 years)

Salary: Dependent on experience

Location: Cardiff, with some home working and travel across the UK for competition

Closing date: The closing date for applications is the 22nd of July 2024 by 1pm

Interview dates: Interviews will be held on the 29th of July 2024, please note that all interviews will be conducted virtually

How to apply:

Please send your CV and covering letter outlining how you meet the essential and desirable criteria to info@cardiffdragons.com

For an informal discussion about the role, please contact Sara Moore (Head of Performance) by email: sara.moore@walesnetball.com