



Northern Ireland Warriors Head Coach

Job Description	
Title	Warriors Head Coach
Primary Location	Netball NI Office & approved training facilities in NI
Work Area	Performance
Reports to	Executive Manager
Employment status	Part time, contracted role. Competition and Camp based, flexible arrangement, based on agreed annual calendar.
Salary	Competitive salary based on experience recognising administration and delivery requirements

Background Information

Netball NI's vision is to have 'a top 8 national team, supported by a strong school, club and league foundation' by 2025. A key part of this vision is to have strong, successful role models representing our country on the international stage; and a clear pathway for aspiring netballers to develop their ability and skills to feed into this elite group.

The Warriors programme supports the needs of a national squad while managing the circumstances of amateur athletes based across the UK within an agreed budget.

Since 2011, Northern Ireland have consistently ranked in the top 12 in the world, with standout performances of 7th and 8th, 10th in the last 3 Commonwealth Games and 10th in the 2019 World Cup.

Netball NI seek a national head coach who is a strong leader of people, with high standards and ambition, the ability and motivation to establish and demonstrate strong values and culture in this new phase for the Warriors as we seek to compete and challenge at the highest level of international competition.

Job Purpose

The NI Warriors Head Coach will prepare the NI Warriors to compete in appropriate competitive opportunities and test events as we seek to qualify for and compete at the Victoria Commonwealth Games 2026 and the 2027 World Cup. They will liaise with Netball NI performance staff and the support services team to create and implement an effective

training programme that will develop both the individuals and team to compete in international competition.

The Warriors Head Coach will ensure that all squad athletes are involved in an effective training programme suitable to their development needs.

The Warriors Head Coach will assist with the recruitment of an appropriate support team, with some positions already in post. It is expected the Head Coach will be able to stay in NI for training camps throughout the year.

Specific Responsibilities

- 🌿 To create and lead a high performance culture
- 🌿 To develop and deliver an appropriate coaching programme that will prepare the Warriors for international competition, recognising the strengths, weaknesses, ambitions of the squad and the challenges facing the NI Performance environment
- 🌿 To prepare goals and targets for each individual athlete on the senior squad and monitor the progress of netballers in meeting their goals/targets.
- 🌿 To liaise with support staff to deliver an effective off court programme to maximise performance and utilise other high-performance services efficiently within budget.
- 🌿 To lead the appointed selection panel to select the squad to compete in test events and other competitive opportunities.
- 🌿 To coach the NI team at competitive opportunities and test events
- 🌿 To report to the Executive Manager, undertaking all reasonable administrative duties related to the overall high-performance programme and plans.
- 🌿 To manage the Senior Squad coaching and support services team
- 🌿 To manage the U21 Head Coach and Management Team
- 🌿 To support the Netball NI performance staff in the development and delivery of a successful performance pathway programme
- 🌿 To promote the profile of the Warriors and Netball NI

This job description is not to be regarded as exhaustive or exclusive, it is intended as an outline of the areas of activity and will be reviewed on a regular basis.

Key Relationships

The NI Warriors Head Coach is expected to maintain and develop effective relationships with the following stakeholders:

- NI senior athletes
- NI senior coaching team
- NI senior selectors



- Netball NI Performance staff
- Netball NI Board
- Warrior athlete Club/University Coaches
- NI pathway coaches
- Sport NI and SNI Sports Institute support staff
- Media
- Other partners and suppliers

Core Competencies, Skills and Personal Qualities

The ideal candidate will be able to demonstrate qualities and values that align with those of Netball NI:

- *Respect* – values and effectively utilise the contribution of our athletes and volunteer workforce who are integral to our success.
- *Integrity* - has strong ethical or moral principles, accepts accountability and responsibility for role.
- *Passion* - to strive for the highest quality in all that we deliver, prioritising the growth and development of people to allow us to be the best we can be. Has a positive can-do attitude and is comfortable using innovative thinking to overcome challenges and achieve goals.
- *Team first approach* – enable all partners to feel purposeful, driving toward a common goal. Comfortable managing partnerships and collaborations to achieve targets.

Additionally, the ideal candidate will be able to demonstrate:

- Excellent interpersonal skills - Can communicate clearly and concisely through a positive, calm and enabling attitude using written, verbal and visual tools.
- Can effectively plan, multiple tasks and be highly organised and structured. Works on own initiative and has ability to cope well under pressure. Can manage time effectively. Advanced attention to detail.
- Shares collective responsibility and demonstrates collaborative skills. Ability to work in a team, be energetic, focused, self-motivated, flexible and adaptable.

Current dates of activity:

- 24th June Warrior trials (venue tbc)
- 25th June Warrior training (venue tbc)
- 15th & 16th July – Tri Series event v Scotland A, Scotland U21 & Scotland Men (Glasgow)

*it would be anticipated that a further weekend training camp be arranged ahead of the July competition

Qualifications and Experience

The ideal candidate should have

Essential	Desirable
<ul style="list-style-type: none"> 🌿 An internationally recognised netball coaching qualification, Level 2 or higher 🌿 At least 2 years demonstrable coaching experience with athletes competing successfully at a high level (please define) 🌿 Demonstrable experience in developing effective working relationships between a variety of people and organisations. 🌿 Demonstrable experience in selection and recruitment of high-performance athletes for competition 🌿 A knowledge and understanding of the current international netball game and what it takes to coach at this level 🌿 Knowledge and demonstrable experience of utilising and managing high performance support services. 🌿 An awareness of current good practise in safeguarding children and young people 🌿 A sound knowledge of netball and its structure within Northern Ireland. 	<ul style="list-style-type: none"> 🌿 Experience of coaching at a major international netball event 🌿 Demonstrable experience of managing human and financial resources in a sporting environment.

The ideal candidate will have strong interpersonal skills, be motivated, proactive and willing to work irregular and unsocial hours and preferably be UK based due to current travel limitations with the right to work/ live in UK.



The training programme will be developed in partnership with the player and management team to suit all, however the successful candidate should note that most training sessions will take place in Northern Ireland. A modest remuneration package is available to assist with travel costs.

How to apply

Please send your coaching CV along with a covering letter detailing why you would like the role, and how you would approach the key responsibilities and duties associated with the position to executivemanager@netballni.org before 4pm on **Friday 14th April 2023**.

A confidential discussion around the role can be arranged prior to submitting your application – please contact Executive Manager Karen Rollo (executivemanager@netballni.org) to arrange.