

## Person Specification

| Factor                         | Essential Criteria  | Desirable Criteria  |
|--------------------------------|---|---|
| Qualifications and attainments | Educated to degree level in coach education, sport science, or related field or equivalent work experience is required.   | Experience in Coach Education, Sport Science, or Sport Administration   |
|                                | Minimum of 3 years' experience in a head coach role, leadership, or senior management capacity with significant responsibility for player and coach development initiatives           | FIVB/National Federation Volleyball Coaching Qualification  |
|                                | Proven track record of success at national/international with elite beach athletes and programmes.  | Experience with online video platform and athlete data management systems   |
| Experience                     | Experience with Olympic, Paralympic, or National Governing Body, International Sports Federations.  | Experience with National Teams, National Youth Teams, or Professional Club and Youth Academies                                    |
|                                | Experience of working in an elite performance development programme.  | Working with and developing performance programmes.   |
|                                | Experience of coaching in elite level competition.  | Knowledge of CWG qualification process.   |
| Skills                         | Develop long-term planning and maintain associated budgets.   | Proficient with office-related software including word processing, database, and spreadsheet.                                     |
|                                | Can communicate effectively in English in both written and verbal formats.  | Ability to produce high quality media content for internal and external use.  |
|                                | Ability to collaborate within a team setting, across departments, and across stakeholder groups.  | Ability to mentor and support the development of network coaches.   |
|                                | Effective, professional, and detail oriented with a genuine commitment to deliver world-class work product.   |   |
|                                | Passion and energy to promote and engage people of diverse backgrounds and identities.  |   |
| Personal Qualities             | Driven to seek out and develop different ideas and perspectives that can contribute to innovative and impactful programmes in support of Scottish Volleyball and our network coaches. | Ability to influence, network and develop elite coaching contacts successfully within beach volleyball at an international level. |
|                                | Demonstrate an understanding of holistic athlete development. This includes but is not limited to technical, tactical, physical, and mental/psychological development.                |   |