



## **GB SNOWSPORT (GBS)**

### **JOB DESCRIPTION**

#### **Para Alpine Lead Coach**

#### **BACKGROUND**

Our vision is for Great Britain to have more athletes, across more classifications and events, achieving more Podium results at World Cup level, World Championships & Olympic and Paralympic Games than ever before.

#### **Athlete First**

All efforts are directed towards the "athlete".  
Provide challenge and support to our athletes.  
Promote academic, professional, and personal development (the "Whole Athlete").

#### **Performance**

Achieve competitive excellence (mentally and physically).  
Provide best in class coaching.  
Grit: we approach everything we do with passion and perseverance.  
Optimise performance through a holistic, science -based approach.

#### **Culture**

Create a performance focused culture in each area of the organisation.  
Develop leadership abilities and potential of the team.  
Attract and retain the best people.  
Improve internal communications.  
Ensure integrity in everything we do.  
Ensure a diverse, inclusive, healthy culture.

#### **Partnerships**

Deliver an edge to our athletes by data driven performance analysis, in conjunction with the world's best research and innovation in snowsports.

#### **Technology**

Best in class products and services to support the athlete.  
Create winning technology that gives us the advantage over our competitors.

#### **Engagement**

Create a digital marketing strategy to promote our athletes and attract new sponsors.  
Promote athlete achievements across all media platforms, enabling the individual athletes to become recognised household names across Great Britain.





## **Role Purpose**

The purpose of the role is to support the development of a World Class Para Alpine Team, with the ultimate aim of producing medal winning performances, aligned to the values and standards of GB Snowsport, at World Championships and Paralympic Games. This role will work in collaboration with the Para Alpine Leadership Team to create a medal winning, athlete first culture.

The post holder will lead on technical ski training and management of the team, including the creation and implementation of world class training and competition plans and programmes. In addition, the post holder will lead the fast-track talent projects and guide development.

The post holder will also lead on all 'off snow' elements of performance, critically focusing on physical and psychological preparation in conjunction with GBS SSSM team

GBS are committed to an athlete centred development programme; the post holder will be required to work selflessly in the interests of the athlete and collaborate with a range of key individuals and support practitioners to ensure maximal progression for all athletes on World Class Performance programmes.

This role will form part of the Para Alpine leadership team comprising of the GBS Head Coach, Alpine Director, and Head of Paralympic Programmes to deliver an effective WCP.

In terms of scope, the post-holder is accountable for maximising athlete potential, and ensuring the creation of a positive performance culture. Successful impact will produce motivated athletes, delivering exceptional performances, resulting in critical results that will continue to secure funding for GB Snowsport Para Alpine Programmes.

## **Reporting**

Reports to: GBS Head Coach

Direct reports: Possible assistant coach (funding dependant)

## **Hours/ Location**

An average of 35 hour per week based at home with significant national and international travel.

There will be some evening, weekend and public holiday work which will require flexible working to maintain a positive work-life balance.

## **RESPONSIBILITIES**

The Para Alpine Lead Coach is expected to be proficient in all alpine skiing coaching methods and work closely with the GBS Head Coach implementing those methods within the program. Additionally, the Para Alpine Lead Coach is to support the staffing and leadership philosophies of the GBS. This individual will be directly involved with all team training sessions, including off-snow programming.





The Para Alpine Lead Coach will be directly involved with the planning of team training programmes, and actively direct the Para Alpine training within the context of the overall program.

### **Team Leadership and Management**

- The Para Alpine Lead Coach strives to support a positive environment for the athletes and support staff
- The Para Alpine Lead Coach is knowledgeable and involved in the specific details of the programmes including specific training strategies, responsibilities, individual athlete performance goals and strategies to establish these goals.
- The Para Alpine Lead Coach must anticipate and plan for changes in the disciplines and work closely with the Head Coach to devise new strategies for addressing these changes
- The Para Alpine Lead Coach should collaborate with the GBS Head Coach to establish an elite performance model. This model will be used to examine the strengths and weaknesses of the programme and the athletes and will drive the activities and initiatives for the programme
- The Para Alpine Lead Coach, in collaboration with the Head Coach, to establish the expectations of athletes and technicians in adhering to the rules of conduct and expectations of character associated with team membership.

### **Collaborate with Programme Manager**

- Communicate directly and regularly with Programme Manager to learn of and appraise plans, changes to plans and deal with other issues as necessary
- Assist with management of FIS/IPC issues and international direction of the sport, including tracking and evaluating what other programs are doing and how it might affect ours.
- Co-lead with the Programme Manager the planning and execution of the Para Alpine budget
- Assist with Development of Domestic issues

### **Elite Team**

- Support the GBS Head Coach in developing a program for the athletes and staff to achieve the highest goals possible personally and professionally and in a manner that has integrity, with a focus on performance and sportsmanship
- To continually monitor athlete progress and assess the impact of the implementation of the coaching, adopting an innovative and problem-solving approach to the role.
- Support the design and development of cycle plans, including targeted competition and national/ international training camps.
- Team Selection and Criteria – in collaboration with GBS Head Coach support selection
- Support the Head Coach and athletes in representing program and the sport overall
- Work with the Sport Science and Medicine Team, as directed by GBS Head Coach, on coordination of any athlete S&C and Medical support.
- Follow the policies and procedures for dealing with athlete injury and rehabilitation





- Adhere to essential business directives as set forth by the GBS Finance Team. This includes timely, accurate and ethical expense reporting, accurate budget planning, staying within the budget allocated for specific projects, and exercising foresight regarding changes of plans, contingencies, etc.

### **General Accountabilities as part of the GBS team**

- To ensure that the standards of GBS are upheld at all times through personal buy-in
- To maintain a good working knowledge of GBS objectives, athletes, commercial partners etc and developments in the sport
- To build, manage and maintain strong team relationships and maximise communication within the team
- To represent GBS in a professional and positive manner with both internal and external stakeholders and in doing so reflect the values of the organisation
- Ensure that the principles of good governance are encompassed within the delivery of your programme, in accordance with best practice
- To ensure the welfare/ wellbeing of athletes within the World Class Performance Programme is considered as the highest priority
- Work with the Senior Leadership Team to drive the development of a High Performance Culture
- Contribute to the annual Performance Review, including the production of regular reports/ updates as required
- To ensure that the values and positive performance culture of GBS is maintained and delivered in the daily training and competition environment
- Ensure that there is equality of opportunity throughout the programme
- To share ideas and make suggestions to improve the organisation.
- To follow all GBS policies and procedures
- To undertake any other duties that may reasonably be required in furtherance of the objectives of GBS

### **Safeguarding**

GBS is committed to safeguarding all children and adults and expects all employees, contractors and volunteers to share our commitment. You will be required to follow all safeguarding policies and processes and attend safeguarding training relevant to your role.

### **Anti-Doping**

The post-holder is required to be fully conversant with the core requirement of the WADA Anti-Doping Code and its requirements on Coaches and Team Support Personnel to set a good personal example in this field. When directly working with athletes, the post-holder has a responsibility to inform them appropriately of the Code's application to support the fully compliant GBS Anti-Doping Policy.





## COMPETENCIES & EXPERIENCE

- Critical knowledge around creating world class Alpine skiing environments
- In depth knowledge of training techniques to develop the necessary skills to become medal contenders
- Ability to positively impact high potential athletes
- Ability to listen effectively and question intelligently in order to creatively explore challenges and propose solutions
- Supports and promotes the vision, mission and core values of GBS in professional image, personal interactions and communications
- Excellent written and oral communication skills in English
- Other languages are a bonus
- Must be organized and detail oriented
- Is able to manage more than one project at a time
- Self-driven, flexible, a good listener and facilitator
- Ability to follow through with projects on own and with a group
- Works well in a team environment
- Accounting and budget management skills
- Computer skills including Microsoft Word, Microsoft Excel, and using Internet email access
- Knowledge of video analysis software
- Must possess a valid passport and have the ability to travel both domestically and internationally
- Must possess a valid drivers license and have a satisfactory driving record

## GBS DIVERSITY AND INCLUSION STATEMENT

GBS is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, colour, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, or any other characteristic protected by the Equality Act 2010. GBS is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, access to facilities and programmes and general treatment during employment.

## VALUES & BEHAVIOURS

All candidates should be able to evidence behaviours aligned to our values:

## OUR VALUES



**Athletes**

Our athletes come first. Our success is made by them.

Our ambition is to support them in everything they do in order to allow them to reach their true potential.

**Culture**

We create a strong sense of team, in which everyone is a vital member. Gold medals come from true teamwork.

**Engagement**

We have a dedicated focus on reaching the global snowsport audience of one billion.

**Partnerships**

GB Snowsport builds and nurtures strong partnerships – it's the only way we grow stronger together.

**Performance**

Promoting performance is key to everything we do.

Only by putting performance first will we deliver the results we need to fulfil the vision.

**Technology**

We deliver an edge to our athletes by data driven performance analysis, in conjunction with the world's best research and innovation in snowsports.

