



JOB DESCRIPTION

Para Snowboard Performance Coach

PURPOSE

The purpose of the role is to support the development of a World Class Para Snowboard 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 Snowboard Leadership Team to create a medal winning, athlete first culture.

The Performance Coach will lead on technical snowboard 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 Performance Coach will also lead on all off-snow elements of performance, critically focusing on physical and psychological preparation in conjunction with GBS Sport Science and Medicine team

GBS are committed to an athlete centred development programme; the Performance Coach 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 Programmes.

This role will form part of the Para Snowboard Leadership Team comprising of the GBS Head Coach, GBS Head of Sport Science and Medicine and GBS Head of Paralympic Programmes to deliver an effective World Class Programme.

In terms of scope, the Performance Coach 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 GBS Para Snowboard Programmes.

Reporting

Reports to: GBS Head Coach

Time Commitment

Full-time (35 hour per week) role on an on-going basis, with a higher volume hands-on performance and athlete facing work between October and April of each year. This will be offset by lower average working hours during the off-peak season (May-Sept). A flexible attitude to working is needed, with willingness to work evenings, weekends, school holidays and public holidays where required.





Location

You will be based at your home. Travel will be required both in the UK and extensively overseas.

Remuneration

Competitive (dependent on experience)

KEY RESPONSIBILITIES

The Para Snowboard Performance Coach is expected to be proficient in all snowboard coaching methods, focusing on the disciplines of Banked Slalom and Snowboard Cross, and will work closely with the GBS Head Coach implementing those methods within the programme. Additionally, the Para Snowboard Performance Coach is to support the staffing and leadership philosophies of GBS. This individual will be directly involved with all team training sessions, including off-snow programming. The Para Snowboard Performance Coach will be directly involved with the planning of team training programmes and actively direct the Para Snowboard training within the context of the overall programme.

In particular, the Para Snowboard Performance Coach;

- Strives to create and support a positive environment for the athletes and support staff.
- 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.
- Must anticipate and plan for changes in the disciplines and work closely with the Head Coach to devise new strategies for addressing these changes.
- Collaborates with the 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.
- Works 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.
- Communicates directly and regularly with Head of Paralympic Programmes to learn of and appraise plans, changes to plans and deal with other issues as necessary.
- Works with GB Snowsport colleagues on management of FIS issues, evaluation of the international direction of the sport, evaluation of competitor team approaches, and other considerations that may affect the GBS Para Snowboard Programme.
- Works with the Head of Paralympic Programmes on the planning and execution of the Para Snowboard budget.
- Assists with development of domestic performance pathways.
- Supports the 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.





- Continually monitors athlete progress and assess the impact of the implementation of the coaching, adopting an innovative and problem-solving approach to the role.
- Supports the design and development of cycle plans, including targeted competition and national/ international training camps.
- Supports selection for the World Class Programme and major competitions in collaboration with Para Snowboard Leadership Team.
- Supports the Head Coach and athletes in representing program and the sport overall
- Works with the Sport Science and Medicine Team on coordination of any athlete S&C and Medical support.
- Follows the GBS policies and procedures for dealing with athlete injury and rehabilitation.

General Responsibilities as part of the GBS team

- To ensure that the standards of GBS are always upheld 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 the programme, in accordance with best practice.
- To ensure the welfare/ wellbeing of athletes within the programme is considered as the highest priority.
- Work with the GBS 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.





COMPETENCIES & EXPERIENCE

Essential

Extensive knowledge and understanding of creating and maintaining world class Snowboard environments, including;

- Strong coaching background in Snowboard Cross and Banked Slalom at an international level.
- Experience in developing fundamental snowboarding skills and technical foundations.
- Off-snow preparation and athlete development.
- Experience working with Para Athletes and knowledge of how individual impairments can impact performance.
- Proven ability to positively influence and develop athletes within a high-performance environment.
- Ability to listen effectively and question intelligently in order to creatively explore challenges and propose solutions.
- Strong interpersonal skills with the ability to build effective relationships with athletes, coaches, practitioners and external stakeholders.
- Ability to work collaboratively within a multidisciplinary performance team while maintaining a high degree of personal accountability.
- Highly organised, detail-oriented and capable of managing multiple priorities in a dynamic environment.
- Self-motivated, adaptable and resilient, with a proactive approach to problem solving.
- Creative thinker who demonstrates initiative, curiosity and a commitment to continuous improvement.
- Excellent written and oral communication skills in English, other languages are a bonus.
- 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.

Desirable

- Experience coaching athletes at World Championships, Paralympic Winter Games or equivalent major international events.
- Former Paralympic or Olympic athlete with experience competing in Snowboard Cross and/or Banked Slalom.
- Knowledge of performance analysis and video review systems.
- Experience working alongside performance support practitioners (S&C, physiotherapy, psychology, nutrition and lifestyle).
- Experience of snowboard equipment preparation and waxing for training and competition environments
- Experience contributing to talent identification, athlete selection and pathway development programmes.





Safeguarding

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

Anti-Doping

The post-holder is required to be fully conversant with the core tenets 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.

DIVERSITY IN RECRUITMENT

GB Snowsport values diversity and welcomes applications from candidates with diverse backgrounds.

We are responsible for ensuring that no job applicant receives less favourable treatment on the grounds of age, gender, disability, ethnic origin, race, colour, parental or marital status, pregnancy, social or class background, nationality, religious belief, sexual preference or political belief 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.

Furthermore, no applicant shall be placed at a disadvantage by requirements which are not necessary to the performance of the job, or which constitute discrimination.

GB SNOWSPORT VISION & MISSION

Our Vision:

To increase Britain's standing at the highest levels of international snowsport, now and for the future.

Our Mission:

To maximise, increase and strategically deploy the resources available to British snowsport athletes with a view to winning medals in French Alps 2030 Olympic and Paralympic Games and beyond.

Our Values:

- Courage – Bravery and mental strength in adversity.
- Excellence – Striving for peak performance and leadership in global Snowsport.
- Integrity – Acting ethically and building trust in all relationships.
- Resilience – Persisting through tough times, with strength and support for others.





Our Ambitions:

- Medal Success – We will be renowned for our innovative underdog performances, measured through regular reporting on medal forecasts, finals and podium conversion rates, World Cup points and ranking trajectories, and discipline-by-discipline assessments of whether athletes are progressing towards genuine podium contention.
- Fit for Future – Inspire positive change. Go beyond medals to promote inclusion, leadership, social and environmental impact, using elite athlete success as a platform to influence the wider world.
- Podium Progression – we will be the best nation for the world’s brightest young snowsport athletes. Progress will be monitored through quarterly dashboards tracking movement through the pathway, youth performance benchmarks, and ranking trends, complemented by annual reviews of junior international results.
- Influence - We will be widely recognized as a credible and influential voice both domestically and internationally in the future of international snowsport.

