

JOB DESCRIPTION

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| JOB TITLE | SENIOR PERFORMANCE LIFESTYLE PRACTITIONER/COACH (EQUESTRIAN) |
| SALARY | £43,329 - £54,731 |
| GRADE | Grade E |
| HOURS | Four days per week (0.8fte) |
| LOCATION | De-centralised delivery with travel to domestic squad training essential. Weekly presence in the British Equestrian (BEF) head office (Kenilworth, Warwickshire). Administrative base will be aligned to nearest UKSI performance centre, ideally Loughborough or Bisham. |

ROLE SUMMARY

This Senior Performance Lifestyle (PL) Practitioner/Coach role will provide the delivery and development of PL support to both Olympic and Paralympic world class programme athletes within Equestrian, complimenting the strategical objectives of the sport and by working as part of an inter-disciplinary performance support team. Within this role, you will be responsible for the holistic support and development of world class athletes across the whole PL delivery framework.

Equestrian has a de-centralised World Class Programme, with athletes training and competing both in the UK and abroad. The World Class Programmes' focus is on three key areas; firstly, identifying athletes with potential for the future; secondly, developing horse and rider combinations with potential to deliver on the world stage; and thirdly, producing performance on the World stage. The World Class Programme fits into three conjoined areas: Podium Potential Pathway (P3), Podium Potential (P2) and Podium (P1).

This role will be expected to attend squad camps, training days and competitions as appropriate and agreed, to provide both in person and remote support throughout the year. Whilst the role will be part of a large Performance Support team made up of human and equine practitioners, there will be a requirement to work independently and with confidence – proactively communicating with athletes and staff at all levels of the programme (P1, P2 and P3). This will often include educating the sport and the athletes on where and how PL can support and positively make an impact.

As a member of the PL team at the UKSI, you will contribute to knowledge development, aggregation and sharing across the organisation to support the development of world class PL services and practice.

KEY RESPONSIBILITIES

- In alignment with equestrian's strategic objectives, continue the evolution and delivery of a PL strategy that is bespoke to sport/athlete need and consistent with the UKSI PL Delivery Framework and Principles (**see attached e-brochure**) drawing upon and interpreting available evidence, data, and insights to inform priorities.
- In a pressured and demanding performance environment, lead and deliver high quality one-to-one and group-based athlete support to meet high expectations of programme and athletes, as appropriate and aligned to the UKSI PL Delivery Framework and Principles

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- To work closely and in collaboration with British Equestrian's Human Sport Science and Medicine Team, Performance Managers, Performance Pathway team, PL Technical Leads and other relevant members of staff in the development of the PL strategy and ongoing delivery within the sports
- Provide proactive transition support to athletes moving on to the world class programme, supporting induction and leading from a PL perspective.
- Provide proactive transition support to athletes upon leaving the programme and for a period of six months, ensuring all work and contact is recorded on PDMS in line with PL guidance. This may include the coordination of multi-discipline team/wider NGB support and co-ordination of processes.
- As appropriate, liaise and communicate with agents, personal administrators, coaches and internal/external stakeholders to facilitate world class holistic support and development for athletes.
- Contribute to British Equestrian's Mental Health Strategy by collaborating as part of an internal Mental Health Steering Group to facilitate mental health and well-being support to athletes, whilst also proactively connecting with wider system support in this space and as appropriate
- Continue to evolve and deliver a curriculum of education and development aimed at P3 pathway level athletes that can be delivered to groups in person and remotely.
- Proactively engage with and coordinate an expert referral network consisting of external professionals in areas such as legal and finance – and work with these professionals to contextualise their expertise and support for the equestrian environment.
- As appropriate support and drive specific project work to meet emerging challenges and areas of priority relating to the development of PL delivery within equestrian.
- Fully engage with and uphold all professional standards associated with UKSI PL Safe2Practice i.e. note keeping, confidentiality, training etc. **(see attached e-brochure)**

ROLE DIMENSIONS

REPORTS TO

DIRECT REPORTS

BUDGET ACCOUNTABILITY

Equestrian Head of Performance Support / UKSI PL Technical Lead
NO
NO

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KEY RELATIONSHIPS

- Programme athletes and coaches
- Equestrian Performance Director, Head of Performance Support and Human Performance Support Lead
- Equestrian Performance Pathway Mgr
- Equestrian Performance Support Team
- Referral network of professional experts
- Equestrian Psychosocial groups/colleagues
- UKSI Performance Lifestyle Head of Service, Technical Leads and wider PL team
- UKSI Mental Health Team
- Parents and key education contacts
- Safeguarding Leads – equestrian and UKSI

PERSON SPECIFICATION

All UKSI practitioners/employees are expected to engage with and support training and professional development in anti-doping, i.e., UKAD Accredited Advisor Certification, safeguarding and GDPR. Practitioners are also expected to show commitment to promoting and supporting equality, diversity, and safeguarding within sport.

| COMPETENCY AREA | ESSENTIAL / DESIRABLE | ASSESSED BY |
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| Qualifications | | |
| Degree level (or equivalent) or significant experience of elite sporting systems and environments from an athlete or coaching perspective | Essential | Sight of certificates / assessment of experience |
| Higher degree level (or equivalent) in a discipline relevant to the support and development of high performing individuals | Desirable | Sight of certificate |
| Professional coaching and mentoring qualification (level 7 equivalent) and/or individual accreditation (i.e. EMCC or ICF) | Essential for Coach Desirable for Practitioner | Sight of accreditation |
| Mental Health First Aid qualification (MHFA) | Desirable | Sight of certificate |
| Safeguarding / Child Protection qualifications or training | Desirable | Sight of certificate |
| Level 3 Certificate in Athlete Personal Development & Lifestyle (TASS) | Desirable | Sight of qualification |

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| Experience | | |
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| Extensive exposure to supporting high performance individuals/athletes and a track record of success in facilitating solutions which impact on well-being and performance | Essential | Application Interview |
| Extensive experience of designing, delivering and evaluating holistic support interventions across the areas identified in the PL Delivery Framework | Essential | Application Interview |
| Experience of working within multi-disciplinary teams in the delivery of support services in a demanding high-performance environment | Essential | Application Interview |
| Significant experience of supporting complex cases including individuals experiencing high levels of personal emotional distress and periods of poor mental health, including experience of facilitating appropriate referral support | Essential | Application Interview |
| Experience of supporting holistic development of athletes or other high performing individuals through the application of coaching & mentoring skills and principles | Essential for Coach Desirable for Practitioner | Application Interview |
| Experience of engaging with Under 18yrs athletes or other high performing individuals on a group and/or 1:1 basis | Desirable | Interview |
| Extensive experience of providing 1:1 transition support and solutions to athletes or other allied high performing individuals | Essential | Interview |
| Significant experience of designing/developing content, delivery and evaluation of education and personal development interventions for individuals and groups | Essential | Application Interview |
| Significant experience in providing career development coaching, support and guidance resulting in tangible outcomes | Desirable | Interview |
| Experience of engaging athletes or other high performing individuals in innovative ways to support personal or professional development | Desirable | Application / Interview |
| Experience of navigating complex and highly pressurised working environments and cultures, establishing effective working relationships across a diverse range of stakeholders | Essential | Application Interview |
| Experience of working with/supporting athletes with disabilities and the associated lifestyle demands this involves | Desirable | Application / Interview |
| Experience of working within a multi-event/discipline and/or de-centralised sport | Desirable | Interview |

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| Exposure to World, Olympic/Paralympic or International level coaches, support services and athletes in competition or camp environment | Desirable | Application Interview |
| Knowledge and Skills | | |
| A proven ability to think and act strategically – to create and communicate purposeful strategy and drive it forwards. | Essential | Application Interview |
| Proven ability to effectively work in a truly collaborative and inter-disciplinary manner. | Essential | Interview |
| A proven ability to ably deal with complex problems and issues with the ability to use appropriate judgement and initiative in decision making | Essential | Interview |
| An in depth understanding of the holistic needs of elite athletes and coaches in a high-performance environment | Essential | Interview |
| Well-developed and demonstrable interpersonal and communication skills, along with self-awareness and the ability to display empathy, build rapport and develop strong and productive relationships. | Essential | Interview Assessment |
| Strong negotiating and influencing skills | Essential | Interview |
| Knowledge of required elements of effective business management for appropriate compliance and governance with the ability to appropriately provide guidance or ability to connect with required professional expertise | Essential | Interview |
| Knowledge of Equestrian sport and/or the desire to gain a full understanding of the Equestrian environment. | Desirable | Interview |
| A solid understanding of career development theory, transition theory and related support strategies | Desirable | Interview |
| A good understanding of how UK further and higher educational establishments currently deliver education and the knowledge to create individual bespoke solutions | Desirable | Interview |
| Excellent organisation and prioritisation skills and the ability to proactively manage a large and diverse athlete caseload | Essential | Application Interview |
| Good working knowledge of best practice safeguarding and child protection practices | Essential | Interview |
| Understanding of and experience working with diversity and inclusivity awareness (cultures, languages, ethnicity, LGBTQ, religion, etc.) | Essential | Interview |
| Having the willingness to engage with and support continuous professional development in anti-doping, i.e. UKAD Accredited Advisor Certification | Essential | Interview |

END OF JOB DESCRIPTION