



BRITISH

AMERICAN FOOTBALL

BAFA National Programme
Great Britain Lions Junior
Head Coach Application Pack

Job Title

BAFA National Programme – GB Lions Junior Head Coach

About BAFA

The British American Football Association (BAFA) is the National Governing Body for the sport of American football in Great Britain and is responsible for all regulatory, competition, performance and development aspects of the game.

Its activities are many and varied and include the following:

- The organisation and promotion of the National teams in International competition.
- The representation of the British game to National and International partners, be they sporting organisations, federations or commercial entities.

The British American Football Association is a company limited by guarantee.

Job Overview

The Great Britain (GB) Lions is the name of the BAFA representative teams that compete at a number of different age ranges and variants of the game of American football.

The primary aims of the GB Lions Junior Head Coach role are:

- The development of Junior players across Great Britain.
- The on-field performance of the GB Lions Junior programme.
- The conduct and behavior of the GB Lions Junior programme on and off the field.

To achieve these aims, the Head Coach must ensure that his/her team follows the direction and mission statement as set by BAFA.

Tenure

This contract is for a two year competition cycle, however:-

- BAFA reserves the right to renew or not to renew the appointment at that time.
- BAFA also reserves the right to terminate the post, should the post-holder fail to fulfil the duties and responsibilities outlined below.

Reports to

BAFA Board (or such person as may be nominated by the BAFA board from time to time).

Main Duties and Responsibilities

This role description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the BAFA National Programme.

The Head Coach will be required to:

- Take responsibility for all “American football” aspects of the Junior programme.
- To work in close collaboration with the Junior Team Manager.
- To communicate with the BAFA board (or its nominee) at regular intervals as agreed.
- To develop a strategy for player development within Junior football that prepares players for the GB Junior programme.
- To assist in the implementation and delivery of the player development strategy.
- Contribute to the evolution, development and promotion of a “high performance” culture and performance pathway within the BAFA National Programme.
- Recruit a high quality coaching staff and ensure that all coaches and staff are DBS checked by BAFA.
- Coach the GB Lions Junior team at International competitions and events.
- Develop and prepare the programme for the appropriate level of International competition (IFAF).
- Promote the BAFA National Programme in a positive manner to all in the sport and outside agencies, and contribute to communication activity.
- Convey an exemplary image that is consistent with BAFA values, demonstrating integrity, sportsmanship and those qualities, traits and demeanour that command leadership respect.
- Protect confidential information, adhere to BAFA policies and demonstrate loyalty to BAFA and the BAFA National Programme.
- Abide by and promote sound ethics and BAFA National Programme policy, regarding equity, safeguarding, and health and safety to all individuals involved with the GB Lions Junior programme.
- Maintain the integrity of the player selection and coach selection processes, ensuring this is fair and transparent.
- Co-ordinate, design and deliver the GB Lions Junior Programme, in particular providing technical and tactical input and incorporating the use of sports science resources to enhance athletic performance.
- Organise, attend and manage player trials, training camps and practice sessions.
- Assist in planning the GB Lions Junior International match programme (i.e. outside of organised IFAF competitions).
- Attend and be responsible for the organisation and production of playbooks (with other coaches, as appropriate).
- Lead and oversee the coaching staff and support their development.
- Monitor, evaluate and suggest improvements to BAFA.
- Attend domestic and International fixtures, as agreed with BAFA, and report on observations as required.
- Liaise with all the other parts of the BAFA National Programme, when and where necessary.
- Produce a Performance Review Report within one month of each tournament/competition, or on an annual basis, whichever is more frequent.
- Be the first point of contact between the GB Lions Junior programme members and BAFA.
- Be well-briefed about any special needs of players and coaches (i.e. medical condition, disabilities, etc.).

- Attend, and present at, the annual British American Football Coaches Association (BAFCA) Convention as requested.
- To undertake other duties from time to time, as reasonably requested by BAFA.

The Head Coach may delegate some, but not all, of these duties to other GB Lions Staff, but retains the responsibility for the technical and tactical aspects of the GB Lions programme and decisions made in relation to the programme.

Person Specification:

ESSENTIAL –

- Outstanding commitment to development of British American Football.
- Head Coaching experience at a high level within the sport.
- Current British American Football Coaches Association (BAFCA) member in good standing.
- A BAFCA/BAFA Level 2 qualification (includes pre-2010 Level 2 position-based qualifications), or equivalent.
- Highly developed level of professionalism and contribution within a competitive sports environment.
- Excellent team leadership with the ability to inspire, enthuse and motivate players and coaches.
- Demonstrated ability to manage individual(s), groups and organisational interactions, especially in high stress sports situations.
- Outstanding commitment to equality and diversity.
- Highly developed organisational and management skills, including the ability to delegate tasks appropriately.
- Highly developed communication and presentation skills (in both verbal/non-verbal and written formats).
- Highly developed active listening skills.
- Full current passport and no restrictions on travel.

In addition, a satisfactory BAFA DBS check will be required before the post-holder commences the position.

DESIRABLE –

- Minimum of five years coaching experience of Offense, Defence and Special Teams.
- Experience of working in a high-performance environment.
- Experience of working with / coaching young people
- A commitment to their own continued professional development.
- Knowledge of talent identification processes.
- Ability to build positive personal relationships with elite players in order for them to maximise their potential.
- Ability to build positive personal relationships with the coaches of elite players.
- Willingness to “work” irregular hours, and travel both within the UK and overseas (in agreement with the BAFA), with overnight stays and weekend work.

- Knowledge of International competition rules and regulations.
- Attended appropriate safeguarding and equity training.

This document is not contractual and may be subject to change following consultation with the post holder.

Remuneration

This is an unpaid role, but reasonable expenses for attending training sessions will be reimbursed, on agreement with BAFA. The Head Coach will however have to pay towards the cost of attending games, as do other coaches and the players.

Application Process

Applications for this post will be received electronically. If you are interested in applying, please send:

- 1) A covering letter outlining your experience and skills for the job
- 2) A current C.V.

Please send completed applications to human.resources@britishamericanfootball.org

Should you have any questions on any part of the process, please contact BAFA Operations Director, Steve Rains at steve.rains@britishamericanfootball.org

Closing date

The closing date for receipt of applications is 11pm on 30 April 2019.

Selection Process and Timescales

After the close of applications, there will be a short-listing session, using the criteria outlined within the Person Specification section of this document.

After this, successful candidates will be invited to interview on 25 May, with these interviews expected to be held face-to-face or via Skype. Details regarding the interview (including tasks) will be sent to all shortlisted candidates.

The panel will be comprised of individuals from both within and beyond British American Football, selected by the BAFA Board. Once the successful candidate is in post, feedback will be available to all of the unsuccessful candidates.

Beyond Selection

Once the successful candidate has been appointed, there will be a process during which he/she will work with the other members of the GB Lions Leadership Team and BAFA Board, preparing budgets and objectives for the programme.

The objectives set at this stage will be those by which the programme is measured throughout the term of this post and will be determined in such a way as to ensure cohesion and shared goals between the various GB Lions programmes.