



Title:

Coach Developer

Role:

To deliver **basketballscotland**'s Level 2 programme, providing both group and individualised support to a coach/coaches. The imparting of knowledge and acquisition of specific skills set by a syllabus, whilst also challenging practices in order to create a performance environment enabling the coach to maximise their potential.

Purpose of the role:

To support coaches' reasoning, reflection and strategising in order to consolidate or transform practice. To work with coaches in their own environment(s) to provide learning opportunities, to raise self-awareness, to set problems and develop highly-individualised thinking tools with each coach which help to frame and explain problems. In doing so, support the development of coaches' expertise and professional judgement.

Other tasks:

To attend standardisation meetings (and potentially workshops) relevant to the aims and objectives of the Level 2 programme as required. Report regularly on the progress and impact of the programme and to participate in the monitoring and evaluation of the programme.

Contract and Salary:

You will be registered with **basketballscotland** as part of a supply pool of the Education Workforce (to be reviewed on an annual basis). The fee of £30 will be paid per hour for the delivery of the programme inclusive of preparation time, travel time and expenses, face-to-face meeting and administrative follow up time. Expenses: Included in fee. Reasonable additional expenses should be approved by the programme manager.

Programme:

The Coach Developers will;

- Be selected based on the defined skill set
- Conduct themselves in a professional manner and demonstrate good levels of communication with candidates, before and during courses
- Plan, deliver and evaluate the course / assessment in line with the training provided and resources from **basketballscotland**
- Deliver 1 group session per course and 3 sessions for each individual
- Work with each individual to create a PDP, working toward the set criteria of the Level 2
- Fairly assess the competence of each coach, highlighting the appeals policy and assessment procedure

Person Specification – Coach Developer

CRITERIA / ATTRIBUTES	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Minimum of Level 2 or equivalent coaching qualification 	<ul style="list-style-type: none"> • Hold a recognised and relevant coach developer or adult learning and development qualification
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Good relationship builder with excellent communication and listening skills • Operates a question-led approach which encourages coaches to reflect • Excellent problem-solving skills using creativity and innovation • Excellent organisation skills 	<ul style="list-style-type: none"> • Have competent IT skills
EXPERIENCE	<ul style="list-style-type: none"> • A proven track record of effectively supporting and developing others • Experience in facilitating individual and group learning • Effective judgement and analysis skills • Experience of the performance sport environment • A passion for sport recognising the crucial role coaches play in the development of athletes 	<ul style="list-style-type: none"> • Currently an active Coach Developer in another field • Have experience developing others through creating learning opportunities in a performance sport environment
KNOWLEDGE	<ul style="list-style-type: none"> • Significant knowledge of performance sport and ability to draw on this expertise • Extensive knowledge of current basketball coaching practices • Solid understanding of different models and techniques for the development of others and when to apply them 	<ul style="list-style-type: none"> • Understand basketballscotland's strategy and processes
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Is approachable, trustworthy and committed to supporting coaches • Is empathetic and patient • Uses critical thinking, can be challenging but fair 	
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • Commitment to ongoing professional development • Hold a valid driving licence 	