



HERTFORDSHIRE GOLF LIMITED

Role Description Development Coach – Academy Programme

Role Title:	Hertfordshire Development Coach
Responsible to:	County Coach Coordinator / Lead Coach
Main responsibility:	To assist with the delivery of the Hertfordshire Golf Academy Programme in the two given squads.
Retainer fee:	£1,200 pa (covers 6 days coaching plus preparation time and coaching meetings)

Overview

- The Hertfordshire Golf Academy Programme consists of 6-8 squads. Each squad will have 6 * 3 hour sessions delivered by a Lead Coach supported by two Development Coaches.
- Each academy squad has a Coaching Plan with Teaching Objectives appropriate for the age and ability of the players in the squad.
- The Coaching Plan forms part of the overall curriculum for the Hertfordshire Golf Academy Programme where the overall focus is on tee shots, wedge shots, scoring inside 50 yards, mental approach and effective practice.
- The above approach and structure will facilitate those players with the talent and aptitude to progress to county and national squads.

Outline of Role

- To work with the Lead Coach and County Coach Coordinator to ensure that you fully understand the Coaching Plans for the given squads.
- To assist with the set up and delivery of coaching sessions for the given squads as described in the Coaching Plan. Records of the assessment methods used must be retained and given to the Lead Coach at the end of each session.
- Participate in the review following each session with the other coaches and submit an individual reflection note. Changes to the lesson plans must be recorded.
- To assist with periodic selection days to identify young players with potential and select them for coaching.
- To commit to ongoing personal development and training to ensure that delivery practices, skills and knowledge are as up to date as possible.
- To attend all Hertfordshire Coach Meetings.
- To assist in review of training programme, including the collation of player, coach and parent/guardian feedback.



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Person Specification LEAD COACH – Academy Programme

Target audience: Developing golfers (approximate age 10 – 15 years old)

Skills and Qualifications

- Achieved Level 1 or Level 2 PGA Coach Qualification.
- Show a significant commitment to personal and professional development. (Evidence of this commitment is highly desirable).
- Has an understanding of age appropriate and Player Centred Coaching and able to adapt coaching style to meet the learning style of the participant.
- Able to use (or willing to learn) a range of specialist equipment as part of the coaching 'package'.
- Computer literate – Able to use MS Office packages and communicate effectively over distance using email and web platforms.
- Able to maintain stats on the players and able to interpret data to assist players with analysis and setting of appropriate performance goals.
- Has an understanding of physical development of young people and can work with specialists to develop appropriate physical development plans for maturing players.

Qualities and Attributes

- Adapts quickly and with enthusiasm to changes, and adapts work effort appropriately.
- Can show evidence of a creative and innovative approach to coaching.
- Customer focused; understands County, Regional and National goals/objectives.
- Committed to team working and constructively influences others to be creative and innovative and to strive for continuous improvement.
- Challenges appropriately and in a positive manner the behaviour that does not support an open and honest team working approach.
- Ability to look ahead to develop and maintain clear outcome based plans for achieving objectives. This involves reviewing progress, learning from experience and implementing continuous improvement solutions.
- Checks progress against plans, objectives and standards regularly and uses assessments to appraise own and others individual work performance.
- Ability to develop and nurture collaborative, effective and productive working relationships (both internally and externally).
- Ability to self-generate and maintain high levels of motivation; display initiative, tenacity and resilience and to work independently as well as part of a team.