

# Senior Women's National Team Head Coach- Role Profile



<b>JOB TITLE:</b>	<b>Senior Women's National Team Head Coach</b>
<b>RESPONSIBLE TO THE POSITION OF:</b>	<b>High Performance Director</b>
<b>BASED:</b>	<b>National Sports Campus, Abbotstown</b>
<b>APPLY TO:</b>	<b>CV and Cover letter to be sent to:</b> <a href="mailto:Anne.mccormack@hockey.ie">Anne.mccormack@hockey.ie</a>
<b>CLOSING DATE:</b>	<b>21<sup>st</sup> August 2024</b>

## **CONTEXT**

Hockey Ireland is the National Governing Body for hockey on the island of Ireland. Our Women's Senior Team achieved a silver medal at the 2018 World Cup and finished in 10<sup>th</sup> place at the Tokyo Olympics, followed by a cohort of player retirements. A new look team finished 11<sup>th</sup> at the 2022 World Cup, narrowly missed out on qualification for the Paris Olympic Games, and most recently finished second at Nations Cup.

The medium-term strategic performance objective for Hockey Ireland is to become and sustain Ireland as a Top 8 nation by 2030. We are currently looking to recruit a National Team Head Coach to lead and deliver our Women's High-Performance Programme. The programme is well established, operating part-time (2-2.5 days weekly) and based in Dublin, with some regional elements outside of centralised training. Players are currently in receipt of the Sport Ireland Player Funding Scheme, supporting a dual career focus, with strong performance support provision from Sport Ireland and Sport Northern Ireland Institutes.

Hockey Ireland have just launched a new strategic plan and have combined an ambitious senior leadership team with a mandate to progress hockey in Ireland and on the international stage. The next Senior Women's Head Coach will be a key leader in the Hockey Ireland ecosystem, working with the wider organisation, senior programme staff (men & women), and into the pathway to develop Ireland's capacity as a leading hockey nation.

The position will be based primarily at Hockey Ireland headquarters at the Sport Ireland Campus at Abbottstown, Dublin. The nature of the role demands a national brief across the 32 counties of Ireland as well as travel overseas. The successful candidate will be required to reside in Ireland full-time, and should therefore have the required visa.

## **PRIMARY PURPOSE OF THE JOB:**

Working closely with the Performance Director, the Senior Women's Head Coach is a programme leadership and hands-on coaching position. This Coach will lead the programme through domestic training and international competition, with the aim of increasing player and team readiness to perform optimally at major competitions, by developing players, staff and team performance capacity, and fostering a culture

of role focus, self-reliance, connection, and continuous improvement. Our ambitious performance goals for this programme include:

- Qualification for LA Olympics 2028 and quarter-final finish
- Qualification for World Cup 2026 and Top 10 finish
- Qualification for European A Division and Top 6 finish
- Pro League Qualification & place retention
- International ranking progression to Top 10
- Identification & development of next generation of pathway players (2028-32)

**KEY AREAS OF RESPONSIBILITY:**

<p><b>Leadership and Culture</b></p>	<ul style="list-style-type: none"> <li>• In collaboration with the Performance Director, deliver a hockey-led, coach-driven, player-focused programme.</li> <li>• Actively contribute to a winning culture/environment, providing motivation, and inspiration to players and staff, fostering a positive, effective, and high-performing team culture that nurtures holistic individual development and dual career focus.</li> <li>• Provide leadership in the wider Hockey Ireland ecosystem, connecting stakeholders to high performance hockey.</li> <li>• Support the development of a strong Hockey Ireland, HPU and team culture.</li> <li>• Lead the player group to ensure performance is mission central.</li> <li>• Lead and manage the coaching and support staff to enable individual and collective excellence.</li> <li>• Ensure clear and consistent communication processes are in place to inform and engage staff, players and stakeholders.</li> </ul>
<p><b>Planning and Management</b></p>	<ul style="list-style-type: none"> <li>• In conjunction with the Performance Director and key Hockey Ireland High Performance staff, lead the culture, infrastructure, and philosophy to drive high performance so as players, coaches and teams excel on the world stage.</li> <li>• In collaboration with the Performance Director develop, implement and communicate annual and multiannual training and competition plan building towards the 2026 World Cup and LA Olympics 2028 with a view to peaking at the right times.</li> <li>• Plan, manage and execute the identification and development of talent to ensure a cohort of players are ready to deliver on the international stage in 2026 and 2030 World Cups, and LA 2028 and Brisbane 2032 Olympic cycles.</li> <li>• Deliver and manage a well-organised and effective Senior Women programme.</li> <li>• Establish necessary communication channels with Hockey Ireland, support staff, selectors, players, and club network to effectively monitor the progression of identified players.</li> <li>• Work closely with coaches to ensure detailed player development plans and challenging process targets are in place, with expected progression profiles, desired competition loads and review points to optimise their capacity, capability and wellbeing.</li> <li>• In collaboration with the PD, deliver the relevant elements of the High Performance Plan.</li> </ul>

<p><b>Contribute to Strategic Direction</b></p>	<ul style="list-style-type: none"> <li>• In conjunction with the Performance Director and relevant team staff, develop long-term and short-term strategic plans to achieve performance goals and competitive success for the national team and wider High Performance Unit where appropriate.</li> <li>• Contribute to the wider strategic and operational planning processes of Hockey Ireland and the High Performance Unit, acting as a member of the HPU Senior Leadership Team, as appropriate.</li> <li>• Provide expert advice to the Performance Director (PD) and direct reports on all High Performance matters based on your specialist knowledge of hockey, high performance practices, developments and trends.</li> <li>• Provide regular information reports to the PD, CEO, High Performance Committee, and others on the High Performance Plan, athlete and team performance, informing of any variances.</li> <li>• Support the implementation of the Hockey Ireland player pathway strategy and the progression of pathway players via coaching sessions, strategic planning, holistic player reviews.</li> </ul>
<p><b>Hockey Programme Delivery</b></p>	<p><b>Training Programme Design:</b> In conjunction with the Performance Director and relevant team staff, design comprehensive training programmes focused on technical skill development, physical conditioning, tactical understanding, and mental resilience, increasing capacity to execute under pressure.</p> <p><b>Player and Team Development:</b> Identify talent, nurture player potential, and provide individualised, position/unit and team coaching and guidance to develop problem solving, decision-making and execution under pressure, in order to maximize individual and team performance.</p> <p><b>Tactical Analysis:</b> Analyse opponents' strengths and weaknesses, develop game strategies, and adapt tactical approaches to optimize team performance in various match situations and scenarios.</p> <p><b>Team Selection:</b> Collaborate with selectors to create an effective decision making process to identify the best squad for each competition, considering player form, fitness, and tactical/performance requirements.</p> <p><b>Performance Evaluation:</b> Conduct regular performance assessments, feedback sessions, and individual player evaluations to profile and track progress and identify areas for improvement.</p>
<p><b>Personal Development</b></p>	<ul style="list-style-type: none"> <li>• Drive your own development.</li> <li>• Monitor own performance, striving to optimise personal health, wellbeing, and life balance</li> </ul>
<p><b>Media, Public Relations &amp; Community Engagement</b></p>	<ul style="list-style-type: none"> <li>• Represent the national team in media engagements, press conferences, and public appearances, enhancing the team's profile and building positive relationships with stakeholders.</li> <li>• Engage with hockey community, promote the sport, and inspire participation and interest in the game of hockey at all levels, and the Men's National team.</li> </ul>
<p><b>Other:</b></p>	<ul style="list-style-type: none"> <li>• Undertake and assist on other appropriate ad hoc projects as and when required.</li> <li>• Other duties as required by demands of the role in consultations with the CEO and/or PD.</li> </ul>

## PERSONNEL SPECIFICATION

### ESSENTIAL - Qualifications and Experience

- At least four years of experience of elite international hockey in multiple roles, including team and programme leadership
- A proven track record of creating a positive and productive team environment.
- Expertise and knowledge in the area of talent development.
- An significant in-depth knowledge of the technical, physical, psychological, and tactical demands of the sport of hockey in a high performance environment.
- Demonstrated leadership experience in business or sport, as well as managerial, organisational, communication, interpersonal and administrative skills that facilitate a high performance focus, strong stakeholder cohesion and attention to detail in execution.
- Experience of developing strong and sustainable relationships and an ability to connect all stakeholders to the organisation and team values and vision.
- Level 3 and/or FIH coaching qualification or equivalent (or working towards it).
- Experience in programme design, delivery and management.
- Ability to develop and implement sport strategies, systems and processes to deliver outstanding results.
- An understanding of the structures and culture of hockey in Ireland.
- A high level of self-awareness, and a strong self-starter with a demonstrable ability to act on own initiative and manage competing priorities concurrently.
- A competent knowledge of the latest coaching software systems.
- Full, valid driving licence.

Note: The successful candidate must be willing to reside in Ireland and satisfy all immigration requirements (if applicable).

### DESIRABLE CRITERIA

- Degree or similar level qualification in a sports or management-related discipline.
- Demonstrable track record of supporting the implementation of change and continuous improvements.
- An understanding of the Irish Sporting Landscape, and the Irish mentality.
- Expertise in one or more performance support discipline (psychology, nutrition, athletic development, physiology, physiotherapy, medicine)
- Previous National Team Leadership experience

### ROLE

This role is a full-time fixed term contract (4 years, October 2024- October 2028) with possibility of extension following review.

### REMUNERATION

The package will include a competitive salary commensurate with qualifications, skills and experience, and include a mobile phone and laptop for business use.

**Hockey Ireland is an equal opportunities employer**

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