Senior Men's National Team Head Coach

Job Title	Senior Men's National Team Head Coach
Location	Sport Ireland Campus, Dublin; national and international travel
Salary	Competitive remuneration
Responsible to	Performance Director
Role Type	Fixed Term contract of employment
Term	Until December 2030 with option to extend

HOCKEY IRELAND BACKGROUND

Hockey Ireland is the National Governing Body for hockey across the island of Ireland, responsible for the development, governance and performance of the sport from grassroots to elite international competition. Hockey Ireland aims to build a sustainable high-performance system and establish Ireland among the world's leading hockey nations.

With qualification for the Los Angeles 2028 Olympic Games firmly in our sights, our ambition is to establish Ireland as a consistent force on the European and world stage, building a team capable of challenging the very best and inspiring the next generation of Irish hockey players.

THE OPPORTUNITY

This is an exciting and prestigious opportunity to lead Ireland's Senior Men's National Hockey Team at a defining stage in its development.

Representing Ireland on the international stage is both a privilege and a significant responsibility. The successful candidate will have the opportunity to shape the team's identity, inspire the next generation of international athletes and play a central role in delivering Ireland's ambitions at European, World and Olympic level.

With qualification for the Los Angeles 2028 Olympic Games a key priority, this appointment offers the opportunity to make a lasting contribution to the future success of Irish hockey, building a competitive, ambitious and high-performing national team capable of challenging the world's best.

THE ROLE

The Senior Men's National Team Head Coach is a senior leadership appointment within Hockey Ireland's High-Performance Programme, carrying responsibility for the performance, development and international competitiveness of Ireland's Senior Men's National Team.

Reporting to the Performance Director, the Head Coach will provide the technical, tactical and strategic leadership required to build a competitive, resilient and internationally successful team.

The successful candidate will lead the design, delivery and continuous improvement of the performance programme, establish a distinctive playing identity and create an accountable, supportive and high-performing environment.

Directly managing the Assistant Coaches and Head of Athlete Development, while working collaboratively with multidisciplinary practitioners and pathway colleagues, the Head Coach will combine international coaching expertise with strong communication, athlete-centred leadership and evidence-informed performance planning.

THE PERFORMANCE AMBITIONS

The Senior National Team Head Coach will play a central role in delivering Hockey Ireland's long term international performance ambitions

- **Los Angeles 2028:** Achieve qualification and compete at the 2028 Olympic Games.
- **World Cup 2030:** Secure qualification for the 2030 FIH Hockey World Cup.
- **World Ranking:** Establish Ireland as a Top 8 nation in the FIH World Rankings by 2032**.**
- **Brisbane 2032:** Develop and prepare the next generation of international athletes capable of qualifying for and competing successfully at the 2032 Olympic Games.

The Head Coach will be responsible for translating these ambitions into a clear, progressive and measurable performance plan, balancing immediate international results with the long-term development of athletes and the wider programme.

THE KEY RESPONSIBILITIES

Area	Key Responsibilities
Strategic Programming	• Contribute to the development of Hockey Ireland's high performance system, ensuring effective domestic training environments, clear performance standards and alignment with international competition requirements. • Establish and report against agreed performance objectives and key performance indicators, including international results, athlete progression, programme effectiveness and performance environment standards
International Performance & Coaching	• Lead, manage and evolve the domestic training environments ensuring its supporting of our performance ambitions • Lead the team's preparation and performance at major international competitions. • Develop a clear playing philosophy, deliver high-quality coaching and use performance analysis to drive improvement.
Programme Leadership & Delivery	• Plan, deliver and evaluate annual and multi-year performance programmes. • Establish clear objectives, manage resources and budgets, and ensure effective programme coordination and reporting. • Lead structured performance programme reviews, ensuring findings inform future planning, athlete development and continuous improvement
Athlete Development & Performance	• In conjunction with the Head of Athlete Development, Identify and develop internationally competitive athletes through individual performance plans, regular feedback and transparent selection processes. • Promote athlete leadership, accountability and wellbeing within the programme
Culture & Leadership	• Build a positive, inclusive and high performing environment based on trust, clear communication, professional standards and athlete engagement. • Manage challenges and change effectively. • Provide effective line management, performance feedback and professional development for direct reports, establishing clear responsibilities, expectations and accountability across the programme

Multidisciplinary Team Leadership	• Lead and develop coaching staff while integrating sports science, medical, analysis and other performance support services into a coordinated programme.
Pathway Integration	• Work with national pathway coaches and Talent Manager to support athlete progression, succession planning and alignment between junior and senior international programmes.
Innovation & Continuous Improvement	• Apply international benchmarking, research and performance insights to continuously improve coaching practice and programme effectiveness. • Create, lead and support research and innovation within Hockey Ireland where required
Stakeholder Engagement	• Maintain effective relationships with the Hockey Ireland system, Sport Ireland Sport Ireland Institute, Sport Northern Ireland and other key partners. • Support the development of a connected national coaching community by providing leadership, mentorship and community of practice across the hockey Ireland system • Represent the organisation professionally and uphold relevant policies and standards

THE PERSON - ESSENTIAL CHARACTERISTICS

People First	Building trusted relationships and supporting the development and wellbeing of athletes and staff.
Respect & integrity	Leading with honesty, fairness, professionalism and respect for others.
Collaborative Leadership	Working effectively with athletes, staff and stakeholders to achieve shared performance objectives.
Communication and Trust	Building strong relationships through open communication, transparency and constructive feedback
Self Awareness and Accountability	Reflecting on personal leadership effectiveness, accepting feedback and taking responsibility for decisions and outcomes.
Continuous Improvement	Demonstrating curiosity, adaptability and a commitment to personal and organisational development.
Passion for Irish Hockey	Inspiring others and creating a positive environment that balances enjoyment with the demands of international performance.

THE EXPERIENCE

Essential	Desirable
Previous experience as a Head Coach or Assistant Coach within International Hockey	Previous experience coaching at Olympic Games, World Championships or European Championships
Proven ability to lead, develop and improve individual and team performance	Demonstrable success in improving international rankings and competition results.
Advanced technical and tactical understanding of international hockey	Experience developing athletes from junior to senior international level.
Experience designing and delivering high performance training and competition programmes	Experience leading organisational or programme change.
Creating and developing Individual development plans and delivering regular performance feedback	Experience managing high-performance budgets and resources.

Strong Leadership skills and experience managing multidisciplinary teams	Advanced knowledge of sport science, skill acquisition and performance psychology.
Ability to create positive, accountable and athlete centered performance environments	Experience contributing to national athlete development and performance pathways.
Excellent communication, relationship management and conflict resolution skills.	Understanding of the Irish Sports system
Experience using performance analysis and evidence-informed decision-making.	Experience of mentoring other coaches in high-performance environments
Commitment to safeguarding, athlete welfare, equality and professional integrity.	Experience working with external funding agencies and performance institutes.
Minimum FIH level 3 or other High-Performance coach Qualification	

Additional Requirements

- Full Drivers License
- Applicants will need to be eligible to work within the EU and UK
- Flexible working hours, evenings, weekends and extended domestic/international travel.
- Ability to satisfy applicable work eligibility and residency requirements.
- Satisfactory Garda Vetting and/or AccessNI checks, reference checks and compliance with relevant policies.

This job description is not exhaustive and may be reviewed in response to the evolving needs of Hockey Ireland and its high-performance programmes.

APPLICATION PROCESS

To apply: Submit a CV (maximum two pages) and covering letter including your coaching philosophy and how you would approach the role. Please provide details of two referees

Application email: to Andrew.partridge@hockey.ie and reference Senior Head Coach in the subject line

Closing date: 22nd November 2026

Interview dates:

- 1st Stage - Online interview WC 7th December 2026
- 2nd Stage - Face to Face interview WC 14th December 2026

CONFIDENTIALITY

Hockey Ireland recognises the importance of confidentiality throughout the recruitment and selection process. All applications and expressions of interest will be treated in confidence, with personal information managed in accordance with applicable data protection legislation.

Candidate information will be shared only with those directly involved in the recruitment and selection process, or where otherwise required by law. The successful candidate will also be expected to maintain the highest standards of confidentiality and professional discretion in relation to athletes, staff, performance information and the affairs of Hockey Ireland.

Hockey Ireland is an equal opportunities employer.