



BAFA National Programme  
GREAT BRITAIN LIONS Contact Teams  
Coach Application Pack



## Job Title

### **BAFA National Programme – Great Britain Lions Contact Team Coach**

## Background to 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 organization and promotion of the national teams in international competition.
- The representation of the British game to national and international partners, be they sporting organizations, federations or commercial interests.

The British American Football Association is a member of the European Federation of American Football (EFAF) and the International Federation of American Football (IFAF).

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

## Job Purpose

The Great Britain (G.B.) Lions is the name of the representative teams which compete at different age ranges (Junior/Adult) and variants of the game of American football (Contact/Flag).

The primary aim of the Contact Team coach is to assist in developing the performance and conduct of the G.B. Lions National Junior and/or Adult Contact Team(s).

To achieve this aim, the Coaches will work under the leadership and guidance of the respective Head Coach and must ensure that their team follows the direction and mission statement produced by the BAFA National Programme.

## Tenure

- This position is for a fixed term basis. The term will run from 10<sup>th</sup> December 2011 through to 30 days after the qualification period or championship tournament, dependent upon the qualification of the team.
- The BAFA National Programme and Head Coach reserve the right to renew or not to renew the appointment at that time.
- The BAFA National Programme and Head Coach also reserve the right to terminate the post, should the post-holder fail to fulfill the duties and responsibilities outlined below.

## Reports to

Great Britain Lions Junior Contact Head Coach

- currently (November 2011) **Damian Anderson**

OR Great Britain Lions Adult Contact Head Coach

- currently (November 2011) **Michael Callan**.



## 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 Coach will be required to:

- Coach and manage the development of G.B. Lions National Team players in consultation with the Head Coach.
- Contribute to the evolution, development and promotion of a “high performance” culture and performance pathway within the BAFA National Programme.
- Coach and manage the G.B. Lions National Team players at international competitions and events.
- Develop and prepare the players for the appropriate level of international competition (EFAF, 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 players involved with the team.
- Ensure the G.B. Lions National Team environment is free of sexual and racial harassment and intimidation and any other form of harassment constituting unacceptable behaviour which is personally offensive.
- Assist the Head Coach to maintain the integrity of the player selection and coach selection processes, ensuring this is fair and transparent.
- Assist the Head Coach to co-ordinate, design and deliver the BAFA National Programme, in particular providing technical and tactical input and incorporating the use of sports science resources to enhance athletic performance.
- Organise, attend and oversee player trials, training camps and practice sessions.
- Assist the Head Coach in the organisation and production of playbooks, as appropriate.
- Monitor, evaluate and suggest improvements to the Head Coach to identify and support areas for development.
- Identify, implement and monitor development activities to enhance your own performance.



- Attend domestic and international fixtures, as agreed with the Head Coach, and report on observations as required.
- Maintain and demand the highest standards from players and coaches, ensuring that a code of conduct is adhered to.
- Liaise with all the other parts of the BAFA National Programme, when and where necessary.
- Maintain excellent communication with, and report progress on a regular basis to, the Head Coach.
- Assist the Head Coach to 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 G.B. Lions Team players and the Head Coach.
- Obtain each Team player's personal goals and expectations for being involved in the BAFA National Programme.
- Be well-briefed about any special needs of players (i.e. medical condition, disabilities, etc.).
- Design, organise and lead individual sessions both on the field and in the classroom within camp practices.
- Provide players with feedback of their individual performance evaluation (in practice and competition), areas for skill development, strategies and techniques, quantitative measures, expectations and objective remarks.
- Develop an understanding of all schemes that do, and potentially could, support G.B. Lions Team members (e.g. Long Term Athlete Development, lifestyle support, etc.).
- Attend the annual British American Football Coaches Association (BAFCA) Convention.
- To undertake other duties from time to time, as reasonably requested by the Head Coach and the BAFA National Programme Committee.

*The Coach may delegate some, but not all, of these duties to other G.B. Lions Staff, but retains the responsibility for the technical and tactical aspects of the G.B. Lions players identified as being in their responsibility, and decisions made in relation to those players.*



## Person Specification:

### **ESSENTIAL –**

- Outstanding commitment to development of British American Football.
- First-hand coaching experience.
- Current British American Football Coaches Association (BAFCA) membership.
- Holds a BAFCA/BAFA Level 1 qualification.
- Highly developed level of professionalism and contribution within a competitive sports environment.
- Excellent leadership with the ability to inspire, enthuse and motivate players.

Demonstrated ability to manage individual(s), groups and organizational interactions, especially in high stress sports situations.

- Outstanding commitment to equality and diversity.
- Highly developed communication and presentation skills in both verbal/non-verbal and written formats.
- Well-developed active listening skills, showing an ability to take direction, as well as to direct.
- Full current passport.

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

### **DESIRABLE –**

- Minimum of three years coaching experience of either Offense, Defense, Special Teams.
- Experience of working in a high performance environment.
- A commitment to their own continued development.
- Ability to scout potential players.
- Knowledge of sports science/medicine (a specialist skill, such as strength and conditioning qualifications, would be an advantage).
- Ability to build positive personal relationships with elite players
- Willingness to work irregular hours, and travel both within the UK and overseas (in agreement with the Head Coach), with overnight stays and weekend work.
- Attended appropriate safeguarding and equity training.
- Valid and current First Aid qualification.
- Clean and valid driving license.

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



## Remuneration

This is an unpaid post, however where possible reasonable cost will be covered in consultation with the Head Coach and BAFA National Programme Committee.

## 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 role(s)
  - Coordinator, Positional Coach, or General Coaching Assistant.
- 2) A current C.V.

In addition, applicants are requested to complete and submit a copy of the BAFA Equity Monitoring document, to be submitted with the application, however this is not mandatory.

Please send completed applications to [Matthew.Davies@BritishAmericanFootball.org](mailto:Matthew.Davies@BritishAmericanFootball.org)

Should you have any questions on any part of the process, please contact BAFA National Programme Committee member Matthew Davies on 07786 321102 or [Matthew.Davies@BritishAmericanFootball.org](mailto:Matthew.Davies@BritishAmericanFootball.org)

## Closing Date

**The closing date for receipt of applications is midnight on Sunday 27<sup>th</sup> November 2011.**



## 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, which will take place throughout the last part of November 2011.

After this, successful candidates will be invited to interview, with these interviews expected to be held face-to-face or via Skype, during the period Thursday 1<sup>st</sup> December to Wednesday 7<sup>th</sup> December 2011.

Details regarding the interview will be sent to all shortlisted candidates.

The panel will be comprised of representatives of the BAFA National Programme Committee and both Junior and Adult Contact Team Head Coaches.

It is expected that the successful candidate will be informed by Saturday 10<sup>th</sup> December 2011, therefore if you have not heard back from the Interview Panel by this time, consider your application unsuccessful.

Once the successful candidate(s) are in post(s), feedback will be available to all of the unsuccessful candidates.

## Beyond Selection

Once the successful candidates have been appointed, there will be a process during which they will work with the other members of the G.B. Lions Coaching Staff.

The objectives set at this stage will be those by which the Coach 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 G.B. Lions Teams.