

**Job Title**

Talent Academy Director and Head Coach

**Location**

Sports Training Village, University of Bath, Claverton Down, Bath BA2 7AY

**Compensation**

Competitive and dependent on experience

**Start Date**

July 2026

## The Club

Team Bath Buccaneers Hockey Club is based at the University of Bath Sports Training Village (STV) in Claverton Down, Bath. The STV boasts impressive world-class sports facilities, with many gold medal Olympians training on-site. For hockey, we are fortunate to have two astroturf pitches.

TBBHC hosts an England Hockey Talent Academy for boys and girls aged 14 to 18, which aims to:

- Provide an exceptional talent development environment supporting the development of a phenomenal generation of players for international-level hockey.
- Provide year-round high-quality 'on-pitch' contact time for the highest potential boys and girls aged 14-18.
- Provide appropriate best vs best competition to further support player development within a safe, inclusive, and enjoyable environment.
- Provide holistic education for young players in line with the Complete Player Qualities that effectively prepares them for performance environments.

## The Role

The Talent Academy Director and Head Coach has overall responsibility for the leadership of an intensive, performance-focused training environment, with a healthy talent development culture that puts players at the centre and prioritises their development. Working with the TA Manager and Lead Coaches, the role holder will ensure a high standard of delivery that enables each player to reach their potential.

### Key Responsibilities

- Create a working cycle plan for delivering all pitch sessions focused on applying the Complete Player Qualities and developing players' Hockey IQ (game understanding and highly skilled actions) as outlined in the Talent System Framework.
- Overall responsibility for the Talent Academy budget, including coaching fees, bursaries and equipment.
- Lead the recruitment and development of an outstanding team of motivated coaches. Conduct performance reviews for all coaches and provide regular feedback on their delivery.
- Alternately coach the boys and girls groups, assisting with planning and ensuring high-standard, consistent delivery of the themes, principles and objectives across the Talent Academy.
- Plan and deliver the Talent Academy training and matchdays (around 90-100 hours per year, mostly Friday evenings with occasional Sundays) and attend the End of Cycle Event in Nottingham at the end of July.
- Coordinate the planning and delivery of the Talent Academy education programme.
- Work with the Goalkeeping Lead Coach to ensure that Goalkeeper needs are fully met and effectively integrated
- Ensure players are supported in taking responsibility for their own individual development through the creation of Individual Development Plans, providing regular feedback, and reviewing progress at set points in the cycle.
- Work with the TA Lead Coaches to manage the transition of players into and out of the Talent Academy environment as appropriate, especially during the trials phase regarding initial selection.
- In an intense training and competition environment, prioritise player development and player welfare over any competition result.
- Provide informed and impartial evidence and opinion on players to England Age Group Squad coaches at appropriate points throughout the cycle.



- Lead and demonstrate safeguarding principles and be aware of the player's needs. An awareness of the mental health and wellbeing of the players and coaches in their team is essential.
- Communicate regularly with parents to support and manage the player's development expectations.
- Build positive working relationships with local school, club and county stakeholders, facilitate player-centred discussions and driving development of hockey in the area.
- Sit on the Team Bath Buccaneers Hockey Club Executive Committee.
- Manage TBB's Talent Academy license and re-apply for the license when due for renewal (next renewal 2028).
- Develop a strong working relationship with the England Hockey's Talent Team. This will include cycle planning, feedback on delivery and the development of high-potential athletes.
- Provide a final decision on selection where necessary, ensuring this is communicated appropriately and supportively to the player.
- Ensure any player welfare concerns are written and reported promptly and efficiently per England Hockey Safeguarding Policy and Procedures to the Talent Academy Welfare Officer and England Hockey, if necessary.
- Commit to personal growth and development by attending regional/national CPD events, and foster a growth mindset among the coaching team, encouraging coaches to attend.

## Personal Specification

### Essential Qualities

- Self-motivated and inspiring coach who can deliver exceptional development experiences by applying Healthy Talent Development Principles and Complete Player Qualities in a talent development environment to our high-potential young hockey players.
- Outstanding technical knowledge of individual and team principles, including techniques, tactics and coaching trends and ability to apply the demands of performance hockey within a talent development environment.
- Evidence of creating an outstanding training environment using effective practice design and session planning to develop highly skilled and creative players.
- Strong communicator; accurately disseminating information using various methods and to various audiences (coaches, players, parents, managers).
- Can oversee and support a coaching team. Collaborate with these coaches to ensure a consistent and high-level developmental environment for all players and staff.
- Exceptional organisational and leadership skills, including budgeting and long-term planning.
- Ability to exercise sound judgement, observe confidentiality and use discretion and initiative.
- Evidence of a commitment to continuous personal development and an understanding of how to apply the Complete Player Qualities within their coaching philosophy.
- Efficient and organised, with a strong awareness of self and self-regulation and the ability to meet competing demands through effective time management. Commitment to all Talent Academy dates within reason.
- Can lead the overall technical, tactical, physical, and mental programme in training and competition settings.
- Understanding of junior athletes' safeguarding requirements and mental well-being in a talent environment.

### Desirable Qualities

- A track record of effective talent identification and selection.
- Experience in performance and talent development environments.
- England Hockey Level 2 Qualification or equivalent.
- UK Coaching Safeguarding and Protecting Children Certificate

## Special Conditions

- This is a part-time self-employed role and is subject to a satisfactory enhanced DBS check.
- You will also be required to work flexibly, including Friday evenings when the TA takes place.

To apply or for more information, please email Christian Moody, Talent Academy Head Coach: [cdtm20@bath.ac.uk](mailto:cdtm20@bath.ac.uk)  
Please provide an up-to-date CV and a cover letter expressing your interest and detailing your skills, attributes and experience that supports your application.

Application Closing Date: 31<sup>st</sup> May 2026

We reserve the right to close this vacancy if we receive sufficient suitable applications.