

Development Squad Lead – Job Description

Job Title	Development Squad Lead
Location	Flexible
Responsible to	Performance Pathway Manager
Contractual status	0.4 FTE, 2-year contract until March 2027
Salary	£28,000 – £35,000 pro-rata, dependent on skills and experience
Hours	Equivalent to 0.4 FTE, 25 days holiday pro-rata. Hours of work will be those necessary to carry out the full responsibilities of the post, some of which may be in the evening and/or weekends.
Role Summary	The Development Squad Lead will be primarily responsible for mentoring athletes in the British Orienteering Development Squad (Level 4).
Background Information	<p>British Orienteering is the national sports governing body for the sport of orienteering in the United Kingdom.</p> <p>British Orienteering's Performance Pathway has five levels, the top three of which are managed by British Orienteering staff and volunteers, led by the Performance Pathway Manager (PPM).</p> <p>The Performance Squad (Level 5) is for dedicated senior athletes focused on performing at the highest levels in World Championships and European Championships.</p> <p>The Development Squad (Level 4) is for committed athletes over 19 transitioning from competing at Junior World Championships to becoming regular members of senior World Cup teams.</p> <p>The Talent Squad (Level 3) is for junior athletes aged 15-18 who are developing their skills and aiming to compete in their first junior international competition.</p>

	<p>Two posts are being advertised at this time:</p> <p>The Development Squad Lead will report to the Performance Programme Manager and be responsible for mentoring Level 4 athletes through regular calls, delivering squad-wide development, and providing input to the squad / team selection process.</p> <p>The Camps and Competitions Coordinator will report to the Performance Programme Manager and be responsible for planning and arranging the annual programme of training camps and competitions for the Development and Performance squads.</p>
<p>Key tasks</p>	<p>Key tasks for the Development Squad Lead are:</p> <ul style="list-style-type: none"> • Individual mentoring and support for all Development Squad athletes – 1:1 meeting with each athlete once every 2 months, currently 24 athletes; note this does not involve delivery of personal coaching to athletes • Support athletes to identify short and long-term goals and priorities, and provide guidance on how to put together a training and development plan • Support athletes to overcome barriers – e.g. injury, finance, university red tape, work-life balance • Help athletes to identify sources of support for their individual coaching and development needs – e.g. local physio, personal technical / physical coaches • Planning and coordination of a high-level program of development activities primarily aimed at athletes in the Development Squad – e.g. technical orienteering skills, physiological testing, sports psychology, injury prevention; may draw on input from external experts; includes working with Level 5 coaches and the Camps and Competitions Coordinator to plan training camps / activities that will be attended by athletes from the Level 4 and Level 5 squads • Support groups of athletes to prepare for specific competitions, e.g. JWOC • Junior Selector for JWOC, EYOC, JEC

	<ul style="list-style-type: none"> • Selection Advisor to the Senior Selection Panel (WOC, EOC, World Cups, World Universities, World Games) • Contribute to the selection of the Development and Performance Squads • Contribute to planning a long-term athlete development programme (with the Level 5 coaches) <p>This list of tasks is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity associated with this role and may be amended in the light of the changing needs of the Performance Programme.</p> <p>Note: attendance at all camps or competitions is not expected as part of the role, but some attendance may be required. Any attendance should be agreed with the PPM in advance to ensure that the delivery of core duties is not impacted.</p>
<p>Essential and Desirable Skills</p>	<p>Essential Skills</p> <ul style="list-style-type: none"> • Experience and understanding of elite orienteering • Experience of training, coaching, or mentoring elite athletes • Good personal communication skills, 1:1 and to a group • Excellent time management and organisational skills • Ability to work in a team where others are remote, work part-time, or are volunteers • Inspirational leader • Well-networked in UK orienteering – to identify and leverage support for athletes • Currently hold a coaching qualification, or be willing to become a qualified coach <p>Desirable Skills</p> <ul style="list-style-type: none"> • Capacity to attend UK and/or overseas camps and competitions

<p>General information</p>	<p>The Development Squad Lead will share, with all British Orienteering colleagues, responsibility for:</p> <ul style="list-style-type: none"> • making suggestions to improve the working situation within their area of work and in British Orienteering in general • cooperating with measures introduced to ensure there is equality of opportunity in employment and equality • complying with all aspects of British Orienteering 's Health & Safety Policy, Safeguarding Policies (Child & Adults at Risk) and Welfare arrangements • embracing British Orienteering's values & behaviours <p>To apply</p> <p>Interested candidates should send a covering letter and a CV to Pippa Archer (parcher@britishorienteering.org.uk) by 23:59 on 10th February.</p> <p>If you wish to discuss the role, or your eligibility for the role, prior to applying, please contact the Performance Pathway Manager Pippa Archer (parcher@britishorienteering.org.uk) for further information.</p> <p>Interviews</p> <p>As soon as possible after 10th February</p>
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