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| **Job Description** **National Coach** |  |
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| **Responsible to:** | President and High Performance Manager |
| **Responsible****for:** | Upskilling of players in the national senior and emerging senior squads and national Junior Coach. |
| **Office location:** | Nationwide |
| **Term:** | Until 31st August 2028 |
| **Salary:** | Negotiable |
| **Hours:** | It is expected that the candidates meets the hours required to fulfil the role as required or as determined by the board |

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| **Application deadline:** | 12pm 30th April 2025 |
| **Interviews:** | Interviews will take place by 16th May 2025, if necessary. |
| **Important notes for applicants:** | To apply for this vacancy please:* Please note that all candidates applying for this role are asked to submit their cv with a covering letter detailing your motivation for the role.
* Please provide practical examples of your coaching experience where you have delivered medal success.
* Detail a strategy and plan to improve the quality and skill level of players that could lead to future medals in Africa and the Badminton world.
* Please also provide practical examples of how you have delivered the above aligned to the Job Description and our Values.
* Coaching qualification
* Playing and local coaching experience to date.
* Set milestones and goals for high performance badminton over the next 4 years.

CV’s and supporting covering letters should be returned by the closing date to:* Susan van der Mescht, Office Manager, Badminton South Africa
* Email: office@badmintonsa.co.za
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| **Role summary:** | The National Coach leads the coaching elements of the BSA High Performance Programme together with the assistance of the High-Performance Manager. In addition, the Coach will be responsible for directing and upskilling of the Junior national Coach. |
| **Key information:** | **Key Responsibilities**The key management responsibility of the role is to direct and select a National Squad and Team (along with other selectors) in the planning and delivery of the training programme for South Africa throughout the country.**Key Deliverables*** Obtain All Africa medals
* Lead a team of assistant coaches in the planning and delivery of the training and competition programme for South African players at various centres across the country.
* Work closely with the High-Performance Manager to ensure the training, preparation and competitive environment is conducive to being ‘world class’.
* Direct the development of annual and longer-term development plans for South African players, including establishing progressive development and performance goals. (Player pathway)
* To give training, guidance and in co-operation with support staff, regularly assess the progress of each player on the Badminton South Africa high performance programme.
* Provide technical guidance and support to identify and nurture future World Class players. (Talent identification)
* To gather, record and log intelligence about progress and trends amongst leading players and nations in the world to inform the ongoing development of the performance strategy for South Africa.
* As a member of the Senior Coaching Team, monitor and review the performance of the South African National teams against the agreed annual targets and milestones and contribute towards the ongoing development of the programme.
* Together with the High-Performance Manager, prioritize resources towards achieving competition results and other agreed performance targets
* In cooperation with the High-Performance Manager, provide mentoring support and create education and training opportunities for the National Junior Coach
* To manage teams and provide coaching at all major international championships and other identified international tournaments.

**Other Duties*** To undertake such other duties as may be appropriate to achieve the objectives of the post (or as may be allocated by the High-Performance Manager).
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| **General information:** | The post-holder shares with all colleagues the responsibility to:* make suggestions to improve the working environment within their area of work and Badminton South Africa as a whole.
* cooperate with measures introduced to ensure there is equality of opportunity in employment and sports equity and in addition for post-holders with a management responsibility to encourage their staff to ensure that they comply with all aspects of Equal Opportunities in Employment arrangements and sports equity policies and practices
* comply with all aspects of the Guardian Safeguarding Policy.
* Host training camps throughout the country every quarter, budget dependant.
* Attend all SA SeniorChampionships and provide seedings and gradings.
* Attend any international team event as required
* Maintain and provide minutes of meetings, training, player results and squad members performance and trend analysis.
* Liaise with SASCOC as and when required.

This job 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 organization. |
| **The successful candidate will be:** | * An emotionally empathetic focused Head Coach used to achieving results, whilst retaining full accountability for the outcomes.
* Highly driven and determined with a proven track record of delivering badminton players to the podium to be the best in Africa and at the highest world level
* A Head Coach who understands the value, commitment, and delivery of a World Class Performance Programme
* Someone who has genuine ambition and relentless drive to get the best from our current squad and coaches, combined with a commitment to support the establishment of a high performing talent system that can accelerate the development of or next generation of players
* successfully demonstrate their commitment to our values of Focus, Ambition, Courage, and Teamwork
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| **Person Specification National Coach** |  |

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| **The successful candidate will need:** | * To demonstrate significant class coaching experience and evidence of delivering medal success at the pinnacle of our sport.
* To be relentless in the pursuit of excellence with the energy and enthusiasm to influence and inspire those around them.
* To demonstrate they can develop and implement strategies including leading a team and utilizing available resources.
* To be open minded and ambitious to personal learning and the development of others for the purpose of gaining competitive advantage.
* To understand the subtleties of the coach/player relationship including the boundaries required to maximize player potential.
* To be analytical in approach for the purpose of ensuring, understanding, and evidencing what works and why.
* A minimum of a BWF Level 2 coaching qualification or undertakes to obtain such qualification within a period of 12 months from date of their appointment.
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