

OVERVIEW

The 2016 Olympic Team Coaching staff for both marathon and pool swimming will be selected via the process outlined below. The process has been designed with early selection in mind to enable selected coaches to participate in a bespoke team coach development programme during 2015 and 2016 and to ensure key relationships are built with home coaches and athletes alike. Coaches are asked to note that all British Swimming appointments are subject to ratification by the British Olympic Association (BOA).

PROCESS

1. Applications:

Interested coaches will be able to submit an application from 7th September 2015 in response to the British Swimming Team Coaching principles detailed overleaf. Applications will need to be submitted on the attached application form. **The closing date for applications is 28th September 2015** and applicants shortlisted for interview will be notified by 7th October 2015.

2. Interviews:

These will comprise a formal panel interview and related task and be held. Shortlisted candidates will be interviewed on either **Wednesday 14th October** at the British Olympic Association offices, Charlotte Street, London **or Tuesday 20th October 2015** at Sport Park, Loughborough.

3. Selections:

Following the interviews up to eight (8) Olympic Team Coaches will be selected, as follows:

- A maximum of five (5) coaches will be identified to receive the first full BOA accreditation allocations. Normally, this would comprise four (4) pool team coaches and one (1) marathon coach.
- The remaining group of Olympic Team Coaches will support the team in the run up to, and during the Games in a variety of coaching roles.
- It is anticipated that any further BOA coaching accreditation allocations will be allocated to an individual already identified in the group of eight (8) Olympic Team Coaches.
- In exceptional circumstances, an additional Olympic Team Coach may be added to the above group at the completion of the British Championships in April 2016.

4. Team Coach Performance Learning Centre:

All selected coaches will be required to participate in the British Swimming Team Coach Performance Learning Centre. This will identify coaching strengths and challenges and promote development in the key team coach behaviour areas. Further details will be provided as part of the interview process.

5. Other Olympic team building and development activity:

Selected Olympic Team Coaches will be required to participate fully in British Swimming World Class national programme (including the series of Rio Ready Workshops) and any compulsory BOA activity.

BRITISH SWIMMING TEAM COACHING PRINCIPLES

There are five (5) key principles to excellence in team coaching
which provide a framework for coaching behaviours

STAY CONNECTED

Emotional intelligence
Don't antagonise people
Dealing with the media
Team dynamics
Effective communication
Equity and equality

DELIVERING RESULTS

Promoting a performance culture and environment
Consistent behaviour
Resilience
Focus on the process
Don't over coach

SETTING DIRECTION

Understand the big picture
Prioritise things that make a difference
Clarity of purpose
Clarity of role, expectations, responsibilities
Effective decision making
Changing and improving

**Olympic team coaches should
be able to consistently
demonstrate these behaviours
and provide evidence of how
they apply these principles in
the competition arena**

ENGAGING PEOPLE

Leading and communicating
Collaborating and partnering
Building capabilities
Building relationships
Awareness of self
Awareness of others

CREDIBILITY

Technical / tactical knowledge and expertise
Presence
Respect
Trust
Self confidence and belief



OLYMPIC TEAM COACH APPLICATION FORM

PERSONAL DETAILS:

NAME:	
ADDRESS:	
EMAIL:	
TELEPHONE:	
CURRENT ROLE:	

COACHING EXPERIENCE AND EXPERTISE:

COACHING QUALIFICATIONS: (INCLUDE THE YEAR ACHIEVED)	
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PLEASE PROVIDE A BRIEF SUMMARY OF YOUR COACHING CAREER. FOCUS ON THE LAST THREE YEARS AND HIGHLIGHT YOUR KEY TEAM ACHIEVEMENTS, IN PARTICULAR AT WORLD OR OLYMPIC LEVEL:

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PLEASE PROVIDE A PERSONAL STATEMENT OF NO MORE THAN 750 WORDS TO ANSWER THE QUESTION:

WHY DO YOU WANT TO BE A BRITISH OLYMPIC TEAM COACH?

(PLEASE REFER TO THE BRITISH SWIMMING TEAM COACHING PRINCIPLE IN YOUR RESPONSE)

CONTINUED:

PLEASE EMAIL YOUR COMPLETED APPLICATION FORM TO :
adam.clarke@swimming.org
BY NO LATER THAN 5PM ON 28TH SEPTEMBER 2015