

## **Appointment of WorldSkills UK competitions Performance Coaches 2016/17**

WorldSkills UK, the educational organisation that brings together WorldSkills UK Competitions, The Skills Show and WorldSkills UK Champions wants to build on the success of WorldSkills São Paulo 2015 and is now inviting volunteer [performance coaches](#) to support the pastoral development of the apprentices and students who are in training for WorldSkills Abu Dhabi 2017

These roles are flexible, and the time contribution required is approximately 17 days from September 2016 – October 2017. We looking to recruit up to six performance coaches on a voluntary basis from a range of backgrounds, these may include:

- Psychologists
- Executive coaches
- Counsellors
- Fitness instructors
- Health and wellbeing therapists

### **Role of WorldSkills UK Performance Coach**

Performance coaches are part of WorldSkills UK's competition support team and will work in partnership with Performance Coaches to develop the programme of activities for the preparation events that bring together all competitors at key points of the cycle. In addition to supporting the pastoral support and care of the young people engaged in the programme.

#### **Key responsibilities:**

- Play an active role in the international development programme supporting the welfare and pastoral care of competitors to include emotional, physical health and safety of competitors
- Provide coaching support and feedback to competitors to maximise their performance either as a group or one to one setting
- Record and feedback to WorldSkills UK and the Experts on concerns/issues relating to competitor performance and wellbeing
- Support the development of the activities and features at the preparation events, in addition to actively engaging in activities
- Liaise with, and seek feedback from WorldSkills UK Experts regarding competitor progress.
- Abide by and follow the WorldSkills UK Code of Ethics at all times
- Assume the delegated responsibility for Duty of Care of competitors whilst at preparation events, the Team UK selection event or international competition.
- Implement the WorldSkills UK defined standards and protocols necessary to effectively support competitors to achieve success in competition
- Abide by and follow WorldSkills UK, Europe and International competition rules
- Support the transfers of international best practice across mainstream Vocational Education and Training.
- Monitor and reflect on your coaching capabilities, as well as engage in peer assessment and supervision to improve and refine your coaching techniques

#### **Person Specification**

A successful applicant will have direct experience of working with young people, ideally with an accredited qualification in coaching and mentoring. The applicant is expected to demonstrate the following attributes:

#### ***Applied knowledge and/or experience of***

- One to one welfare and pastoral support, including emotional, physical health and safety
- Understanding how individuals are motivated and can vary your approach to develop existing talent and maximise performance either as a group or one to one setting
- Recording and providing formal and informal effective feedback

- Working with young people and/or adults in high performance environments
- Working on national or international best practice across mainstream vocational education

### **Personal and functional attributes**

- An acceptance, welcome and enjoyment of difference and diversity
- A sense of ease with people in a wide range of settings
- A respect and liking for young people
- High personal standards of behaviour, sensitivity and responsiveness
- High personal standards of integrity and responsibility
- Ability to handle conflict and solve problems
- A willingness to put collective goals above personal interest
- A willingness to listen
- A willingness to adopt new approaches, methods and techniques
- Willingness to work irregular hours (mainly weekends) and travel both within the UK and overseas, with overnight stays and weekend work

### **How to apply**

Applicants are requested to apply by submitting a cover letter which addresses the role description and person specification. Applicants should also include an up to date curriculum vitae (CV). Please ensure you have the full support of your current employer prior to applying for the role and ensure they counter sign your application to confirm they understand the commitment required for the role.

Please send the cover letter and CV as an e-mail attachment to WorldSkills UK at [competitions@WorldSkillsUK.org](mailto:competitions@WorldSkillsUK.org) by midnight on **Thursday 8 September 2016**.

All shortlisted candidates will be invited to attend an informal group interview on **Thursday 15 September** in London, Victoria. All offers of voluntary roles will be confirmed thereafter.

### **Terms of appointment**

Appointments will be made for one WorldSkills Competition cycle only, on the basis of the criteria set out above. The **minimum** time investment of a performance coach is approximately 17 days. Typically these will take place during weekends with occasional week day and evening activities required.

#### **1. These will normally include:**

- **Squad UK Attributes Assessment:** designed to provide competitors with an overview of the competition cycle. It also provides an opportunity for competitors to demonstrate their personal attributes through outbound team activities and for Experts and Performance Coaches to assess the range of wider skills and behaviours of the competitors.
- **Technical Conferences:** meeting of the network to share strategic and operational information regarding the development programme.
- **Preparation Events:** designed to challenge and stretch competitors by providing opportunities to demonstrate personal attributes and develop skills in communication, team work, leadership, time management and planning.
- **Team Selection:** a preparation event designed to draw on every aspect of Squad UK's training and experience to fight for a coveted place in Team UK. Team selection comprises of four days of competition where we replicate the conditions and pressures experienced at a WorldSkills competition

#### **2. Remuneration/rates of pay**

- This is a voluntary role and as such there will be no remuneration for time given, however travel and subsistence will be reimbursed.
- Actual travel and subsistence costs necessarily incurred on behalf of WorldSkills UK are reimbursed in accordance with the written guidance which will be given to successful applicants on appointment.

