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Andrew Simpson Foundation Head Office, 31A Church Rd
Poole, Dorset, BH14 8UF

Job Title: Youth Head Coach

Department: **Performance Academy**

Reporting To: **Performance Academy Manager**

Direct Reports: **Freelance Coaches and Assistant Coaches as appropriate.**

Role Purpose

The Youth Head Coach is responsible for leading the Academy's youth performance programmes, creating high quality coaching environments that support athletes as they progress through the performance pathway.

The role combines programme leadership with exceptional coaching, athlete development and parent engagement, ensuring every programme provides a safe, challenging and enjoyable environment where young sailors can develop both on and off the water.

Working closely with athletes, parents, coaches and class associations, the Youth Head Coach is responsible for developing programmes that attract, retain and progress young sailors whilst maintaining the Academy's reputation for delivering world class coaching.

Key Responsibilities

Programme Leadership

- Lead the planning, delivery and continuous development of all youth performance programmes.

Enabling active
participation

Developing skills
& personal pathways

Building connected
communities

Championing environmental
engagement

- Develop annual programme plans, coaching calendars and event schedules.
- Ensure programmes are safe, professionally delivered and aligned with the Academy's standards.
- Monitor programme performance and identify opportunities for continuous improvement.
- Review athlete numbers, programme quality and customer feedback to support sustainable programme growth.

Athlete Development

- Deliver world class coaching to youth athletes across training and competition.
- Create structured development opportunities that support athletes through the performance pathway.
- Build positive relationships with athletes, helping them develop confidence, independence and performance skills.
- Support athletes in achieving their individual development goals.
- Create a positive, ambitious and enjoyable learning environment.
- Identify athletes ready to progress into senior performance programmes.

Parent Engagement

- Build trusted relationships with parents through regular communication and engagement.
- Provide feedback on athlete development and programme progression.
- Support parents in understanding the Performance Academy pathway and programme expectations.
- Promote a positive and inclusive culture across all youth programmes.

Programme Delivery

- Lead the delivery of Academy training camps, coaching programmes and event support.
- Design and deliver high quality coaching sessions that meet the needs of developing athletes.
- Adapt coaching programmes to suit varying ability levels and learning styles.
- Ensure all programmes are delivered safely, professionally and to the highest coaching standards.
- Lead the operational delivery of youth programmes in collaboration with the Programme Coordinator.



Programme Planning

- Develop annual calendars for youth programmes.
- Identify staffing requirements for training camps and events.
- Recruit freelance coaches to support programme delivery.
- Produce programme and event budgets where required.
- Work with the Programme Coordinator to coordinate logistics, bookings and programme administration.
- Review programme delivery following major events and identify opportunities for improvement.

Programme Growth

- Identify opportunities to grow youth participation and strengthen the Academy's performance pathway.
- Build relationships with clubs, class associations and key stakeholders.
- Support athlete recruitment and retention through outstanding programme quality and customer experience.
- Promote the Performance Academy positively within the youth sailing community.

Marketing and Communications

- Identify marketing opportunities across youth programmes.
- Provide technical content, photographs and programme updates.
- Work with the Programme Coordinator to produce programme communications and promotional content.
- Support the Performance Academy Manager in promoting youth programmes and athlete opportunities.

Health, Safety and Governance

- Ensure all coaching activities are delivered in accordance with Foundation policies and procedures.
- Promote a strong safeguarding culture across all youth programmes.
- Ensure risk assessments and operating procedures are followed.
- Report incidents, concerns and programme risks appropriately.



Decision Making Authority

Responsible for

- Planning and delivery of youth performance programmes.
- Coaching methodology and programme content.
- Athlete development.
- Daily operational decisions during programme delivery.
- Selection and deployment of freelance coaches within agreed staffing levels.
- Programme planning and annual calendars.

Consults with the Performance Academy Manager on

- Programme cancellations.
- Significant programme changes.
- New programme opportunities.
- Budget requirements outside agreed limits.
- Staffing requirements.
- Partnership opportunities.

Requires approval for

- Capital equipment purchases.
- Permanent staffing changes.
- Annual programme budgets.
- Commercial agreements.
- Programme expenditure outside agreed financial parameters.

Working Relationships

Internal

- Performance Academy Manager.
- Senior Head Coach.
- Boards Head Coach.



- Programme Coordinator.
- WaveMakers Birmingham Lead Coach.
- Freelance Coaches.

External

- Athletes.
- Parents.
- Class Associations.
- RYA.
- Event organisers.
- Venue partners.

Success Measures

Success in this role will be demonstrated through:

- Delivery of outstanding youth coaching programmes.
- Strong athlete progression through the performance pathway.
- Positive athlete and parent feedback.
- Growth and retention of youth programmes.
- High quality planning and delivery of training camps and events.
- Strong relationships with clubs, classes and stakeholders.
- Effective recruitment and support of freelance coaches.
- Safe, professional and well organised programme delivery.
- Positive contribution to the continued growth of the Performance Academy.

Essential Skills and Experience

- Extensive experience coaching youth performance sailors.
- Strong understanding of long term athlete development.
- Excellent communication and relationship management skills.
- Experience planning and leading youth performance programmes.
- Strong organisational and leadership skills.
- Experience working with parents and clubs.



- Experience recruiting and managing freelance coaches.
- RYA Race Coach Level 2 (or above).
- RYA Powerboat Level 2.
- Valid First Aid qualification.
- Full UK Driving Licence.

Desirable Skills and Experience

- Experience coaching athletes within recognised performance pathways.
- Experience leading multi day training camps and event support.
- Strong understanding of youth athlete development.
- Experience working with governing bodies and class associations.
- Degree or equivalent qualification in coaching, sport or a related discipline.

To apply

Email:

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