

Roles & Responsibilities

JOB DESCRIPTION	
Job Title:	Scotland Men's Head Coach - Box
Location:	Training is based in Scotland with international travel as and when required
Reporting To:	Lacrosse Scotland Performance & Development Director
Purpose of Role:	Training, selecting, coaching and leadership of the Senior Scotland Men's Squads and development of club players to support the Strategic Plan to develop the domestic game
Appointments to be made and managed by Head Coach:	Key: Assistant Coaches Suggested: Sports Psychologist; Strength & Conditioning Coach; Video Analysis/Technical Staff
Key Relationships:	Internal: General Manager - Box; Domestic Coach; Lacrosse Scotland Performance & Development Director; Lacrosse Scotland Finance Director; Development, Fixtures and Clubs' Representatives External: Strong extensive network within National and International lacrosse
Accountabilities:	<ul style="list-style-type: none"> • The Scotland Men's Head Coach reports to the Lacrosse Scotland Performance & Development Director • A yearly performance review against Key Work Objectives and Key Performance Indicators will be conducted by agreed members selected by the Lacrosse Scotland Performance & Development Director / Lacrosse Scotland Board • Member of Lacrosse Scotland • Scotland Men's Head Coach - Box will be subject to reference checks • Should the Scotland Men's Head Coach - Box be unable to fulfil their term of service (i.e. removal from position, resignation, death) the Lacrosse Scotland Performance & Development Director will name an Interim Head Coach until a replacement is named in accordance with Lacrosse Scotland's National Coach Selection Process
Responsibilities:	<u>Coaching, Planning & Preparation</u> <ul style="list-style-type: none"> • Prepare a vision statement, a programme philosophy and an operational plan for the Men's National squad • Work with the Domestic Coach to coach all players to a high standard and equip them to develop and compete to the best of their ability as individuals • Work with the Domestic Coach to coach all players (Elite / Development / Clubs) to a high standard to enable them to develop and compete successfully in competition

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	<ul style="list-style-type: none">● Actively keep up to date with, and deliver, the most recent and innovative technical, tactical, physical and mental aspects of lacrosse as well as learning from other elite sporting team programmes● Work with the Lacrosse Scotland Performance & Development Director to set the criteria of selection and the selection process, over and above the minimum criteria set by Lacrosse Scotland● Coordinate with Domestic Coach to maintain regular Performance and Development training programmes each season (training weekends typically take place every 4-6 weeks, with tours, competition weekends and tournaments on top)● Monitor all squad players' progress and development, providing help and guidance as appropriate, or suggest the best professional person to do so● Provide feedback on a regular basis for all squad players. This can include verbal, written and video feedback to both individuals and teams● Provide written reports as required by the Lacrosse Scotland Performance & Development Director and Lacrosse Scotland Board● Deal with and/or be available for press related matters● Write all players' references when required● Encourage players to volunteer as coaches and referees for Lacrosse Scotland (this will be part of the selection criteria for trialists)● Ensure a smooth handover to the next appointed Head Coach <p><u>Management</u></p> <ul style="list-style-type: none">● Establish & manage an appropriate support team (appointments are subject to review and approval by Lacrosse Scotland Performance & Development Director)● Manage or delegate responsibility for the management and operation of each national training event, tour or tournament, including the attendance of all appropriate support staff● Work with the General Manager to delegate the responsibility to procure and maintain all Scotland squad kit and equipment in line with Lacrosse Scotland's approved suppliers● Oversee technical support videoing and analysis of matches and practices● Work with the General Manager to ensure that relevant budgets are produced and maintained for the squads during each season, including any events or tournaments taking place in that particular season
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	<ul style="list-style-type: none"> Alongside the Lacrosse Scotland Performance & Development Director, ensure that appropriate governance is adhered to, such as eligibility criteria, anti-doping policies etc.
Payment:	<ul style="list-style-type: none"> Payment of reasonable expenses incurred – including but not limited to travel, accommodation as per the Lacrosse Scotland Expense Policy A requirement to take out LS Supporter Membership for the duration of service to Lacrosse Scotland (this is a requirement for all coaching and management staff)
Key Work Objectives & Performance Indicators:	These will be agreed with the Lacrosse Scotland Performance & Development Director at the time of appointment
Length of Appointment:	2 years, with commitment through to the next World Championships in 2024* <i>(dates may be rescheduled)</i>

PERSON SPECIFICATION	
Job Title:	Scotland Men's Head Coach - Box
Professional Qualifications:	<p>Coaching Qualifications</p> <p>Appointment to the post is subject to becoming a Disclosure Scotland PVG Scheme member, and any other criminal record checks as required to undertake this work</p> <p>A good up to date knowledge and understanding of the rules & regulations of the game</p>
Work Experience and Key Behavioural Competencies:	<p>The Scotland Men's Head Coach must</p> <ul style="list-style-type: none"> Be a highly motivated individual who aspires to be successful and to make the teams successful Be committed to developing the domestic game and growing the player base in Scotland <p>The Scotland Men's Head Coach - Box should, ideally, have international experience as a lacrosse coach and/or a competitor</p> <p>The Scotland Men's Head Coach - Box should possess strong organisational abilities and demonstrate skills in managing a staff as well as players effectively</p> <p>The candidate should:</p> <ul style="list-style-type: none"> Have significant competitive lacrosse coaching experience and demonstrate a record of success of the field as a coach and a mentor Demonstrate a willingness to promote and grow the National Men's programme in line with the Lacrosse Scotland strategic plan Be supportive of Lacrosse Scotland's vision of the growth and development of the Men's game Have strong communication skills and demonstrate the ability to build strong working relationships

Scotland Men's Head Coach

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