

BASKETBALL ENGLAND JOB PROFILE



JOB TITLE	Regional Talent Manager (x2)
LOCATION	London – (North, South) South – (South East, South, East)
WORKING PATTERN	An average of 16-hours per week, and may include work during School Term Holidays, evenings, and on weekends and public holidays as required. Weekly coordination meetings with your Line Manager
REPORTS TO	Basketball England Performance Manager
CONTRACT	12 month fixed-term appointment: August 2022 to August 2023 with the potential for a 1-year extension subject to funding
SALARY	£8000 per annum with opportunities for further earning potential through coach mentoring subject to funding.
APPLICATION	If you are interested in applying for this role please email support@basketballengland.co.uk with a covering letter and CV. The closing date for applications is Friday 22 July 2022.

PURPOSE OF ROLE	To be a guardian and advocate for the 'Player Development Framework' (PDF) by directing support and development to raise player and coaching standards.
KEY ACCOUNTABILITIES	<p>To oversee the effective implementation of the Super Region Skills Camp.</p> <p>Support the organisation of the Aspire Skill Camps alongside the Regions.</p> <p>To act as an ambassador and promote the Player Development Framework to clubs, coaches, players and parents to ensure they understand and achieved the desired outcomes.</p> <p>To support the Talent Hubs in the regions and direct its delivery to maximise its effectiveness.</p> <p>To contribute to the upskilling of the Talent workforce</p> <p>Work collaboratively with the Regional Management Committees to ensure that the Aspire Skills Camp programmes within the region are integrated into the wider developmental plans for the game.</p> <p>Collaborate extensively with Basketball England's Talent Team in</p>

	<p>relation to the performance of the Talent Hubs. Support appointments of the Aspire Skills Camps workforce</p> <p>Empower the Hub Team to support Aspire Skill Camp Coaches and coordinators in their preparation of programme delivery in line with the PDF.</p> <p>Utilise fully digital support from Basketball England and be responsible for the updating of the Super Regions 'Depth chart' of all talented players & coaches.</p> <p>Develop a scouting network in the region (through clubs) for the purpose of identifying players.</p> <p>Attend ETP invitational Camp and Aspire National Event.</p> <p>Deliver Coaching Workshops at each Super Regional Camp</p> <p>Develop talent within the emerging 3x3 network from informal play, education and clubs.</p> <p>Apply our equality, diversity and inclusion ethos to all talent activity and decision making.</p>
<p>OPERATIONAL ACCOUNTABILITIES</p>	<p>Actively promote the Player Development Framework within the region and work with the Talent Hub to improve workforce education and development opportunities.</p> <p>To maintain regular communication with and provide brief monthly reports to Talent Team.</p> <p>To be the main point of contact for the Talent in their regional cluster/super region.</p> <p>Attend Aspire Skills Camp and competition days during the season to provide support and gain feedback on their effectiveness.</p> <p>Attend quarterly Region Talent Manager meetings with the Performance Talent Manager, these will usually take place during January, April, June and September (subject to change).</p>

ROLE REQUIREMENTS

EXPERIENCE, KNOWLEDGE & SKILLS	<p>Qualifications: Previous work experience in a relevant, related field.</p> <p>Experience: Demonstrable experience of:</p> <ul style="list-style-type: none">✓ Extensive coaching experience and a proven track record in player/coach development.✓ Being a strong communicator with a deep understanding of world class basketball performance and the needs of elite players and coaches.✓ Working collaboratively and effectively with colleagues both within basketball and from other organisations.✓ Advocacy for Basketball England values, demonstrating qualities, traits, and demeanour that command leadership and respect.✓ Willingness to work irregular hours and when needed travel within England, with overnight stays and weekend work.✓ Integrity and adopting a fair, equitable and ethical approach.✓ Comprehensive understanding of confidentiality with an understanding of handling sensitive information.✓ Having strong knowledge of basketball, and the club network within their sub- regions and how Basketball England engages with these.✓ Strong organisational and time-management skills with the ability to work to deadlines.✓ Track record/commitment to improving performance at all levels.✓ Track record in setting and achieving objectives and targets.✓ Work experience as a Talent Scout, Sports Coach, Sports Manager or similar role.✓ Exceptional interpersonal and communication skills.✓ Ability to listen to and understand information and ideas presented through spoken words and sentences. <p>Personal Skills:</p> <ul style="list-style-type: none">✓ Confident & Motivated: Confident with a high degree of self-motivation and initiative.✓ Mental Agility & Initiative: Excellent mental agility with the ability to use own initiative to self-organise, plan and work effectively, taking account of daily changing and competing priorities.✓ Quality Work at Speed: A proven ability to produce high quality
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	<p>work and meet deadlines at speed and under pressure.</p> <ul style="list-style-type: none"> ✓ Teamwork: Ability to work as a member of a team, with an understanding of what behaviours contribute to effective teamwork. Appreciation of the significance of confidentiality. ✓ Communications: Excellent interpersonal and communication skills demonstrating an ability to communicate upwards to a senior level (including CEO, Directors and the Board) and relate to a wide range of people and organisations in the right appropriate format. ✓ Solution Development: Ability to anticipate issues, problem solve, manage ambiguity and make sound judgements on sensitive matters. ✓ Time Management: Ability to multi-task and prioritise work. <p>Technical Skills:</p> <ul style="list-style-type: none"> ✓ Attention to Detail: An eye for detail with an ability to maintain a high level of accuracy in preparing and entering information. ✓ Advanced ICT: Significant advanced expertise in the use of Microsoft packages (word, excel, PowerPoint) and other related ICT software. ✓ Numeracy & Literacy: Excellent numeracy, literacy, spelling and presentation in typewritten and other work.
OTHER	<ul style="list-style-type: none"> • A flexible attitude to working, willing to work evenings and weekends. • To display personal drive and pride in their Super Region. • To be open and honest in communication. • Current, clear, enhanced DBS Check supplied to Basketball England. • Current Safeguarding Certificate supplied to Basketball England. • Requirement to attend planning and coordination meetings (typically 4 per year). • Ability to travel around Sub regions as and when required.