



Hockey Wales

Sport Wales National Centre

Tel: 0300 300 3126

Sophia Close,

CF11 9SW

Cardiff Email: info@hockeywales.org.uk

www.hockeywales.org.uk

Job Description

Job Title:	Head Coach – Senior Men	Reports to:	Director of Performance
Department:	Performance	Hours:	Part time and varied
Contract Length	Part Time Contract – September 2028		
Salary:	£15,000	Annual Leave:	20 days plus bank holidays
Location:	Our main base is at Sport Wales National Centre Sophia Gardens Cardiff, South Wales. Domestic and International travel required.	Other Benefits:	Travel Expenses

Introduction

Hoci Cymru is seeking an outstanding Head Coach to lead the Wales Senior Men's programme into its next phase of international competition. The immediate priority is to prepare the team to compete successfully at the 2027 EuroHockey Championship A Division, while continuing to build a sustainable programme capable of competing with the world's leading hockey nations beyond 2027.

This is a hands-on coaching and programme leadership role. The successful candidate will be responsible for setting the technical and tactical direction of the team, leading the senior men's staff and player group, and working closely with the Director of Performance to create the best possible performance environment within the realities of a part-time international programme.

The Wales programme operates differently from a full-time centralised international programme. Players are predominantly self-funded and balance international hockey alongside club hockey, employment, study and wider life commitments. The Head Coach will therefore need to be highly adaptable, resourceful and deliberate in how the programme uses its limited contact time, while maintaining ambitious international performance standards.

Role Purpose:

Working in partnership with the Director of Performance, the Head Coach will lead the planning, preparation and performance of the Wales Senior Men's National Team. The role will create a clear performance vision and playing identity, maximise the impact of every training and competition opportunity, and develop the players and staff required for sustained international success.

The Head Coach will be expected to build a programme that is demanding but realistic: one that recognises the significant commitment made by Welsh international athletes, uses resources intelligently, and creates clarity, connection and accountability across a geographically dispersed player and staff group.



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Programme Context and Working Model

- The role is a part-time contracted position rather than a full-time centralised national-team appointment.
- The programme will be delivered through targeted training camps, international windows, competition blocks and remote/off-pitch work across the year.
- Training camps will need to be planned flexibly around domestic and overseas club commitments and will frequently take place at weekends or within agreed windows outside the club programme.
- The Head Coach must be able to maximise relatively limited face-to-face contact time and maintain player connection, clarity and development between camps.
- The player group is predominantly self-funded. Programme decisions must therefore consider performance impact alongside athlete cost, time away from work/study, travel and overall player load.
- The role requires regular travel within the UK and international travel for training camps, fixtures and major competitions.
- The Head Coach will work closely with Hoci Cymru to ensure the programme is ambitious, financially responsible and deliverable within agreed resources.

Key Responsibilities:

Leadership, Culture and Environment:

- Provide visible and inspirational leadership to the Wales Senior Men's player group and multidisciplinary staff.
- In collaboration with the Director of Performance, lead a hockey-led, coach-driven and player-focused performance programme.
- Create and sustain a positive, demanding and high-performing culture in which players and staff understand the standards, behaviours and responsibilities associated with representing Wales.
- Establish clear expectations, roles and accountability across the player and staff group while encouraging challenge, collaboration and shared ownership.
- Recognise the unique demands placed on predominantly self-funded athletes and create an environment that is ambitious, respectful and conscious of the players' wider club, employment, study and personal commitments.
- Ensure clear, consistent and timely communication across players, staff and relevant Hoci Cymru stakeholders.
- Lead and manage the coaching and support staff, ensuring expertise is integrated effectively and that staff operate as one connected performance team.



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Performance Programme Calendar Planning:

- Work with the Director of Performance to define performance outcomes, programme priorities, preparation requirements and key measures of progress.
- Work with the Director of Performance to develop, implement and communicate an annual and multi-year performance plan, with the immediate priority of optimising team readiness for the 2027 EuroHockey Championship A Division and establishing clear objectives beyond 2027.
- Build an effective training and competition calendar around the realities of club hockey and player availability, using targeted camps and international opportunities to maximise performance return.
- Plan camp dates and programme activity sufficiently far in advance wherever possible, while retaining the flexibility required in an international performance environment.
- Prioritise activity intelligently within the programme's financial and operational resources, recognising the personal financial contribution made by athletes.
- Contribute to programme reviews following camps and competitions and use learning to continually improve the programme.
- Provide appropriate performance updates and reports to the Director of Performance and other Hoci Cymru stakeholders when required.

Hockey Programme Design and Delivery

- Lead the design and delivery of a high-quality senior international hockey programme that develops the technical, tactical, physical and psychological capabilities required to compete at European A Division and world level.
- Personally lead coaching delivery at agreed Wales camps, training sessions and competitions, supported by the wider coaching team.
- Establish a clear Wales playing identity and game model, with defined principles that players can understand and execute under pressure.
- Develop individual, positional, unit and team capability, ensuring the programme improves both player skill and collective performance.
- Design training environments that replicate the demands of international hockey and accelerate decision-making, adaptability and execution under pressure.
- Use the time between camps effectively through video, individual feedback, remote connection and targeted player development work where appropriate.
- Ensure programme content is coherent across the season and builds progressively towards priority competition.



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Match Preparation, Analysis & Competition Leadership

- Lead the preparation of the team for international matches and tournaments, ensuring clarity of game plan, opposition strategy and individual roles.
- Use video, data and performance analysis to understand team performance, identify trends and inform coaching decisions.
- Analyse opposition strengths, weaknesses and tactical tendencies and translate this into clear, practical preparation for players and staff.
- Lead the team during international competition and make effective tactical and personnel decisions in high-pressure environments.
- Work closely with analysts and coaching staff to ensure information is relevant, concise and actionable.
- Lead post-match and post-tournament review processes, identifying learning that supports future team and player development.

Player Identification, Selection & Development

- Maintain a strong understanding of the available Welsh-qualified player pool and ensure selection remains open, evidence-informed and aligned to the team's performance needs.
- Lead, in conjunction with the agreed selection process, the selection of squads and teams for camps and international competition.
- Monitor player form, fitness, availability, development and international readiness across club and national-team environments.
- Provide regular, clear and constructive feedback to players, including honest conversations around selection, role and areas for development.
- Develop current senior internationals while identifying and integrating players capable of contributing in future cycles.
- Work with the Director of Performance, Pathway Manager and relevant national age-group coaches to strengthen transition into the senior men's programme and improve succession planning.
- Where appropriate, maintain constructive communication with club coaches and other relevant performance stakeholders to support player development and load management.



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Staff Leadership & Interdisciplinary Working

- Lead the Senior Men's coaching and support team and establish clear roles, responsibilities and ways of working.
- Work with the Director of Performance on the shape and capability of the staff team required to deliver programme objectives.
- Create an environment in which coaches, medical, physical preparation, analysis and other support practitioners contribute effectively to decision-making and player performance, while recognising the limited contracted hours and remuneration available across a part-time programme.
- Set realistic expectations, prioritise staff time effectively and maximise the expertise and experience within the team.
- Ensure relevant player health, wellbeing, availability and performance information is appropriately integrated into planning and selection decisions.
- Maintain strong working relationships with the Team Manager and Performance Operations Co-ordinator to ensure technical ambitions are translated into realistic and well-organised programme delivery.

Athlete Welfare, Load & Dual Career Awareness

- Place athlete welfare and sustainable performance at the centre of programme decision-making.
- Understand and manage the cumulative demands of international hockey, club hockey, travel, employment, study and personal commitments.
- Work with relevant practitioners to monitor player readiness, wellbeing and physical load and adjust programme expectations where appropriate.
- Recognise the additional pressures associated with a predominantly self-funded programme and seek to minimise unnecessary financial and time demands on athletes without compromising essential performance preparation.
- Promote an environment in which players feel able to communicate concerns and access appropriate support.

Pathway & Long-Term Performance

- Contribute to the wider Hoci Cymru Performance strategy and help strengthen the connection between the senior men's programme and the national pathway.
- Work collaboratively with the Pathway Manager, age-group Head Coaches and other performance staff to identify future senior internationals and create appropriate transition opportunities.
- Provide senior-programme insight into the technical and tactical capabilities required of future Welsh international players.
- Support targeted pathway activity, coach development or player review opportunities where agreed and where these add value to the long-term health of the men's programme.



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- Help build depth and succession across key positions so the programme is not solely focused on one competition cycle.

Stakeholder, Media & Organisational Responsibilities

- Build effective working relationships with Hoci Cymru staff, programme partners, clubs, Great Britain Hockey and other relevant stakeholders.
- Represent Wales and Hoci Cymru professionally at international competitions, meetings, media engagements and public appearances.
- Support appropriate media and communications activity that promotes the Senior Men's programme and Welsh hockey positively.
- Adhere to Hoci Cymru policies, procedures, safeguarding requirements, codes of conduct and relevant international regulations.
- Work within agreed programme budgets and understand the need to balance performance ambition with financial sustainability.
- Undertake reasonable additional duties consistent with the role and the needs of the Performance programme.

Person Specification

Essential Experience & Knowledge

- Significant coaching experience within a high-performance hockey environment, with demonstrable experience of preparing players and teams for elite competition.
- Exceptional technical and tactical knowledge and a strong understanding of current trends in the international game.
- A proven ability to create a clear playing philosophy, translate it into effective training design and develop team performance over time.
- Experience of leading, motivating and managing players and staff within a demanding performance environment.
- Experience of programme design, planning and delivery, including the ability to prioritise effectively when contact time and resources are constrained.
- Strong understanding of individual and team development and the ability to provide high-quality feedback and challenge.
- Experience using video analysis, performance data and contemporary coaching technology to support preparation and review.
- Strong interpersonal and communication skills, including the ability to build trust, manage difficult conversations and connect a diverse group of stakeholders.
- Demonstrable ability to work independently, manage competing priorities and operate effectively within a part-time and flexible programme structure.
- An appropriate high-performance coaching qualification, such as FIH / equivalent national qualification, or demonstrable equivalent experience.



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Desirable Experience & Knowledge

- Previous senior international coaching and/or national-team leadership experience.
- Experience coaching at major international competitions or within European A Division / equivalent international environments.
- Experience of successfully operating within a non-centralised or part-time national-team programme.
- Experience of working with self-funded or dual-career athletes and an understanding of the challenges this creates for programme design.
- Experience of integrating multidisciplinary performance support including physical preparation, medicine, physiotherapy, psychology and performance analysis.
- Knowledge of the Welsh and Great Britain hockey landscape and the relationship between club, national-team and GB environments.
- A track record of developing players from pathway or emerging international level into established senior performers.

Personal Qualities

- An inspiring and credible leader who can create belief and bring people with them.
- Performance-driven, ambitious and comfortable setting high standards.
- Adaptable and pragmatic, with the ability to find high-quality solutions within real-world constraints.
- Collaborative and connected, while being prepared to make clear and difficult decisions when required.
- Highly organised, reliable and able to maximise limited programme contact time.
- Self-aware, reflective and committed to personal and professional development.
- Calm and decisive under pressure.
- High levels of integrity, honesty and respect.
- A genuine commitment to representing Wales and strengthening the long-term performance of Welsh hockey.

Contract & Availability

This is a part-time contracted role.

Candidates should understand that the role does not follow a standard weekly working pattern. Availability will be required for agreed training camps, weekend activity, international fixtures and tournament periods, together with planning, player/staff communication, analysis and review work between camps. The programme calendar will be developed collaboratively and, wherever possible, activity will be planned around domestic and overseas club commitments.

The successful candidate must be available to travel domestically and internationally and be eligible to undertake the role in the United Kingdom.



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How to Apply

To apply, please submit a CV and covering letter outlining your suitability for the role and how your experience aligns with the expectations and key responsibilities set out in the Job Description. Please use practical examples wherever possible to demonstrate your skills, experience, leadership and impact.

We are particularly interested in understanding your approach to leading and developing a high-performance programme, how your experience could contribute to the continued progression of the Wales Senior Men's programme, and how you would support the team in preparing for the 2027 EuroHockey Championship A Division and beyond.

Shortlisted candidates will be invited to interview and may also be asked to present their proposed approach and priorities for leading the programme.

Application deadline is Wednesday 14th October.