



WALES SENIOR MENS HEAD COACH

Job Advert and Role Description



CONTENTS

- Welcome
- Programme Context
- Main Duties
- Experience and Knowledge
- Person Specification
- Our Commitment to EDI
- How to Apply



WELCOME



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 set the technical and tactical direction of the team, lead the senior men's staff and player group, and work closely with the Director of Performance to create the best possible performance environment.

The programme is part-time and non-centralised. Players balance international hockey alongside club hockey, employment, study and wider life commitments, so the Head Coach must be adaptable, resourceful and deliberate in maximising limited contact time.



PROGRAMME CONTEXT



A DEMANDING INTERNATIONAL PROGRAMME DELIVERED WITHIN REAL-WORLD CONSTRAINTS

- Part-time contracted role rather than a full-time centralised national-team appointment.
- Delivered through targeted training camps, international windows, competition blocks and remote off-pitch work across the year.
- Camps planned flexibly around domestic and overseas club commitments, frequently at weekends or within agreed windows.
- Maximise limited face-to-face contact while maintaining player connection, clarity and development between camps.
- Players are predominantly self-funded; decisions must consider performance impact alongside athlete cost, time away from work/study, travel and overall load.
- Regular UK and international travel required.
- Work closely with Hoci Cymru to ensure the programme is ambitious, financially responsible and deliverable within agreed resources.



MAIN DUTIES



Leadership, Culture & Performance Planning

- Provide visible and inspirational leadership to the Wales Senior Men's player group and multidisciplinary staff.
- Lead a hockey-led, coach-driven and player-focused performance programme in collaboration with the Director of Performance.
- Create a positive, demanding and high-performing culture with clear standards, behaviours, roles and accountability.
- Lead and manage the coaching and support staff as one connected performance team.
- Define performance outcomes, programme priorities and key measures of progress
- Develop and communicate annual and multi-year performance plans, with immediate focus on readiness for the 2027 EuroHockey Championship A Division.
- Build an effective training and competition calendar around club hockey, player availability and programme resources.
- Review camps and competitions and use learning to continually improve the program



MAIN DUTIES



Hockey Programme, Competition & Player Development

- Lead the design and delivery of a high-quality senior international hockey programme across technical, tactical, physical and psychological domains.
- Establish a clear Wales playing identity and game model with principles players can execute under pressure.
- Develop individual, positional, unit and team capability through progressive training environments that replicate international demands.
- Use video, data and performance analysis to inform preparation, opposition strategy, coaching decisions and review.
- Lead match and tournament preparation, including game plans, player roles and tactical/personnel decisions under pressure.
- Maintain a strong understanding of the Welsh-qualified player pool and lead evidence-informed squad and team selection.
- Provide regular, clear and constructive player feedback, including honest conversations around selection, role and development.
- Strengthen transition from the pathway into the senior programme and build depth and succession across key positions



MAIN DUTIES



Staff Leadership, Athlete Welfare & Wider Programme

- Establish clear roles, responsibilities and ways of working across coaching, medical, physical preparation, analysis and support practitioners.
- Prioritise staff time effectively and maximise expertise within the realities of a part-time programme.
- Integrate player health, wellbeing, availability and performance information into planning and selection decisions.
- Place athlete welfare and sustainable performance at the centre of decision-making, recognising club, travel, employment, study and personal demands.
- Minimise unnecessary financial and time demands on predominantly self-funded athletes without compromising essential preparation.
- Contribute to the wider Hoci Cymru Performance strategy and connect the senior programme with national age-group and pathway activity.
- Represent Wales and Hoci Cymru professionally with clubs, GB Hockey, partners, media and other stakeholders.
- Work within agreed programme budgets and balance performance ambition with financial sustainability



EXPERIENCE



Essential Experience & Knowledge

- Significant coaching experience in a high-performance hockey environment.
- Exceptional technical and tactical knowledge and understanding of current international trends.
- Ability to create a clear playing philosophy and translate it into effective training design.
- Experience leading and motivating players and staff in demanding performance environments.
- Programme design and delivery experience where contact time and resources are constrained.
- Strong player-development, feedback and challenge capability.
- Experience using video analysis, performance data and contemporary coaching technology.
- Strong communication, relationship-building and difficult-conversation skills.
- Appropriate high-performance coaching qualification or demonstrable equivalent experience.



PERSON SPECIFICATION



Your Skills & Qualities

- Inspiring and credible leader
- Performance-driven and ambitious
- Adaptable and pragmatic
- Collaborative and connected
- Organised and reliable
- Self-aware and reflective
- Calm and decisive under pressure
- Integrity, honesty and respect
- Genuine commitment to Wales and long-term Welsh hockey



OUR COMMITMENT TO EDI



Hoci Cymru is committed to creating a diverse environment and is proud to be part of the Stonewall Diversity Champions programme. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability or age.

Please see below a few examples of best practice where we are striving to embed EDI into our everyday services.

All staff members at Hoci Cymru have completed the "Show Racism the Red Card" training, demonstrating our strong commitment to creating an inclusive and respectful environment in Welsh hockey.

We have signed up to the EuroHockey Equally Amazing charter: <https://eurohockey.org/eurohockey-equally-amazing-campaign>



HOW TO APPLY



To apply:

- Submit a CV and supporting letter outlining how you meet the role criteria
- Please return your application to katie.glynn@hockeywales.org.uk
- Submit equality monitoring information <https://forms.office.com/e/H5wki99TRE>
- For further information on the role please contact katie.glynn@hockeywales.org.uk

Closing Date

Wednesday 14th October



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**Facebook - @Hoci Cymru
Twitter - @HockeyWales
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Hoci Cymru is an equal opportunity employer and is committed to delivering our Equity Policies. We positively encourage and welcome applications from every community.

Hoci Cymru kindly thanks Sport Wales and GB Hockey for their continued support for hockey in Wales.