

## LEEDS SPORT – S&C Internship Roles and Responsibilities

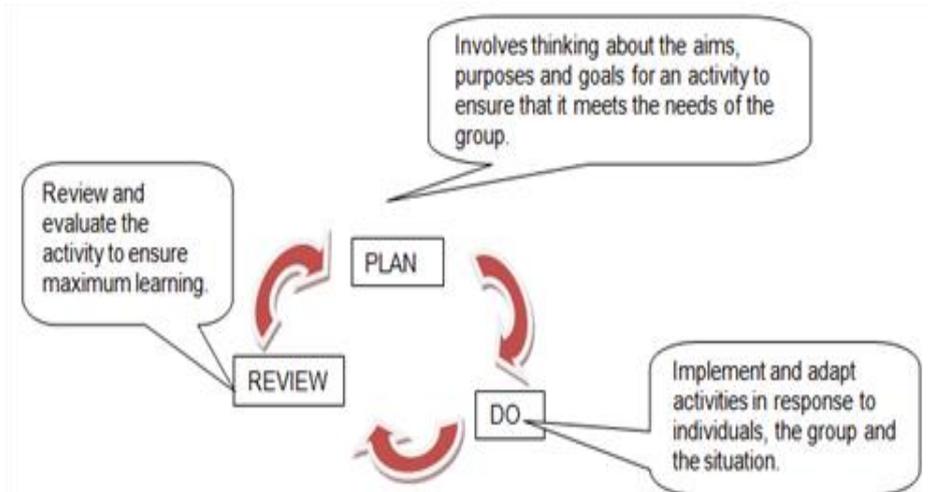
We believe that to grow a successful internship programme it is useful to share our thoughts on the Roles, Responsibilities and Expectations of all those involved, including a discussion around what our interns can expect from us

### Lead Coaches

The **role** of a lead coach within this internship is to **plan, deliver and review** the S&C programme for their allocated sports club or team for the entire academic year.

In order to thrive successfully within this role, the Lead Coach has certain **responsibilities** that they must fulfil:

- In order to **plan** effectively, Lead Coaches are responsible for their own development, upskilling and general preparation before introducing a training programme. This should involve an effort to engage in existing knowledge bases to build a thorough needs analysis of the sport and their athletes. Existing knowledge bases can include textbooks, online material and the experiences of other practitioners.
- To successfully **deliver** their S&C programmes, Lead Coaches should strive to provide a well organised and effective training environment that helps athletes of varying abilities develop the movement skills and motor abilities that underpin performance. We are not expecting your programming and coaching to be flawless – you are developing coaches and will make mistakes! What we are most interested in is the intent and rationale behind what you are doing
- Lead Coaches are also responsible for **reviewing** their S&C programme and delivery throughout the year. This involves some reflective practice around the effectiveness of your planning and organisational skills, as well as your engagement and interaction with your athletes. Where appropriate, Lead Coaches are also responsible for monitoring any meaningful performance data and subsequently analysing this to produce meaningful feedback for coaches and athletes



**Plan, Do, Review:** When mistakes are made, it is important to undergo a reflection process to reduce the likelihood of the same mistake being made again

Some expectations are common for both Lead and Assistant Coaches. However, there are some specific expectations of Lead Coaches that reflect their skill sets and commitment to the internship:

- We expect Lead Coaches to commit a total of 5-10 hours per week to preparation, coaching, and other developmental activities such as working towards UKSCA competencies or engaging in relevant literature
- Lead Coaches should demonstrate high levels of proactivity and organisation in their approach to this internship, meaning that open lines of communication with the Senior S&C Team must be maintained throughout the year. This allows efficient communication about training times, group sizes, data collection, equipment demands, technical coach involvement or any other training logistics
- Lead Coaches should remember that the quality of their programming and coaching is a direct reflection of themselves. We expect Lead Coaches to strive towards a consistently high level of programming and delivery

### Assistant Coaches

The **role** of an assistant coach within this internship is to assist in the delivery of the S&C programme throughout the year.

In order to thrive successfully within this role, the Assistant Coach has certain **responsibilities** that they must fulfil:

- An Assistant Coach is **responsible** for developing their foundational coaching skills throughout the year. This means that they are actively observing the coaching environment at all times, looking to gather information on their athletes
- Assistant Coaches should also be observing the coaching behaviour of the Lead Coach, with the goal of learning about athlete interaction and

engagement, session planning and organisation, and the delivery of technical information

- Ultimately, Assistant Coaches are looking to become skilled at using a questioning and engaging coaching style
- This foundational development should be augmented by the Assistant Coach actively developing their technique and training experience in their own time
- Where appropriate and deemed competent and able by the Lead Coach, the Assistant Coach should develop their practical coaching skills by engaging with athletes and providing coaching advice. Assistant Coaches may also be tasked with delivering specific elements of training sessions such as mobility based warm-ups or session briefings
- Assistant Coaches should assist the Lead Coach in any preparation, set-up, and packing away of equipment for training sessions or data collection sessions
- As you progress in both your technical/non-technical and theoretical/practical skill sets, these responsibilities may change to reflect your enhanced development
- To further their development, Assistant Coaches should be looking to complete the 1<sup>st</sup>4Sport Level 2 S&C Qualification if they have not already done so

### All Coaches

There are some **common expectations** for all coaches/interns involved in the programme:

- All are expected to maintain high standards of cleanliness and hygiene, both on a personal level but also of the facility as a whole. Specific cleaning tasks will be allocated throughout the year
- Interns are expected to show excellent standards of timekeeping and punctuality. This might mean being proactive and arriving up to 15 minutes beforehand to prepare the S&C room, set up any specialist equipment or brief athletes/other coaches
- Whenever coaching, interns should wear their supplied coaching uniform t-shirt. This should be accompanied by clean and professional looking gym kit. Uniform is not compulsory at workshops
- At these workshops, we expect interns to be present and engaged at all times. This does not necessarily mean overly vocal or talkative, but the expectation is that you should show a consistent interest and a commitment to getting the most out of these learning opportunities

### Senior S&C Team

As a Senior S&C Team, we are committed to meeting the following standards:

- Upholding a professional approach at all times
- Being on time to all sessions, meetings and workshops
- Providing a source of challenge and constructive criticism

- Offering meaningful feedback on both coaching skills and programme design techniques
- Acting as a support system that contributes towards the professional development of all interns