



Job Description

County Academy Coach

Responsible for the Girls Academy.

Job Title:	County Academy Coach to be based in the north of Northampton at Northamptonshire County Golf Club..
Responsible to:	The Northamptonshire Golf Partnership Steering Committee and County Academy Coaching Coordinator
Main responsibility:	To manage and deliver the developmental golf programmes of players within the Northamptonshire County Academy Coaching Programme.
Remuneration:	Each coach will be remunerated at £1,000 a year at a rate of £40 per hour. This equates to 25 hours of delivery per year.

Outline of Role

- Together with the County Academy Coaching Coordinator (CACC), and as a part of the county academy coaching team, select dates and structure the training sessions to deliver the programme as outlined below in order to try and assist the development of potential future county standard players.
- To run and manage a selection day at the start of the year to identify young players with potential.
- To provide regular coaching sessions for academy players and produce individualised training/action plans for each of these players. Ensure that regular reports to the CACC, player, parents and any external coaches the player works with are produced as required.
- To provide mentoring and training support to junior level coaches assisting the programme.
- To commit to ongoing personal development and training to ensure that delivery practices, skills and knowledge are as up to date as possible.
- Attend as required the 'Coaches' meetings and professional development sessions run as part of the programme.

Key Tasks

The main responsibility for the coach is to analyse each players' golf game and to support and advise them in all possible areas in order for them to develop their potential.

Outline of the Key Tasks and their delivery.

NGP Academy Coaching Structure and delivery

As a result of the review undertaken at the end of the first three years of delivery of the Academy Coach programme a number of fundamental changes have taken place. These are summarised below:

- Each coach will be remunerated at £1,000 a year at a rate of £40 per hour. This equates to 25 hours of delivery per year. Coaches are also expected to report regularly.
- The number of academy coaches is reduced to seven.

- The coaching centres will be Peterborough Milton, Rushden, Northants County, Brampton Heath, Staverton Park and Cherwell Edge.
- The players selected to enter the system will be selected more rigorously and be considered to be capable of achieving County standard at the end of their time in the system.
- An initial assessment session will be run to formulate a group. Additional funding will be made available to run this session. All groups are to be formed by mid February 2012 ready to start sessions early March 2012.
- The content to be delivered is outlined below. It is hoped that this will guide coaches on the way they organise the sessions and the timings they need to adopt to ensure the continuity of their delivery.
- The support of a physiotherapist has been engaged to assist with the profiling and prevention of injury to players in the academy groups.

Academy Coach outline of delivery.

February

March

April

In planning this stage of the delivery the coach is asked to arrange 7 hours of coaching

After the initial assessment/selection of the player the early months should be classed as technical work.

March - 1 session of 1.5 hours. Initial session working on the players fundamentals with practice schedules.

April - 2 sessions of 1.5 hours = 3 hours. Technical work with practice schedules in the 'Short Game'.

Total 4.5 hours

Content.

After the initial assessment/selection of the player the early months should be classed as technical work.

At the first session it will be established if the player has a regular coach, how often they see that coach and who that coach is.

Fundamentals: each player's basics will be looked at in relation to grip, ball position, alignments, posture, swing paths and planes and a report produced with an action plan. If the player has a personal club/technical coach who they have been working with, then any faults with the fundamentals should be reported to that coach and a dialogue established with that coach on the way forward. These should all be checked and if needed alterations proposed and worked on to correct faults.

Pre shot routines; the importance of having a sound pre shot routine to help with performance and mental state.

The action plan is to be shared with the player/coach and parent.

After the initial assessment the following areas will be focussed on during these sessions.

Long Game

Ball flight control, direction control, distance and trajectory control. These tasks should be carried out using skills tests. If a player is having trouble scoring well within these tests once again that player's technical coach should be informed.

Short Game.

Pitching and chipping techniques.

These should be explained to the player using varying ball flights, distance and spin control techniques. Also how the use of different clubs helps the execution of the correct shot.

Bunker play; spin and distance control. The use of bounce and lofts should be covered. Difficult lies, plugged balls, and awkward stances should also be covered.

Playing schedules and competition diary.

Players at this stage of the season should also be looking at the season ahead, with some clear ideas of the events that they intend playing and how they need to keep a competition and tournament diary to help them begin to prepare for these events.

Learning to practice.

At this stage we need to give the player and parent direction on the need for practice to be meaningful and purposeful.

After each session the player should have a clear picture of what they have been working on and the knowledge they have learnt. They should have a plan of what they are to work on, when and how they are to work on it.

A progress report should be prepared for each player. A copy should be kept by the coach and shared with the player and parent and their external coach. A regular dialogue should exist between academy coach/player/parent and external coach.

Introduction to course management.

How to use a course planner and/or the use of range finders and GPS distance aids.

Planning and plotting your way around the course. How a practice round could be used to help the player develop a game plan.

At the end of this stage the home club should be contacted and the Junior Co-ordinator informed of their progress.

At the end of each month the Academy Coach Co-ordinator will receive a report on the work the coach has covered during the sessions. This will include player attendance and attitude and any major achievements the players in the group may have made.

The coach will make the player aware of the competitions that exist over the course of the season that they can play in. These will include the academy only competitions and the Junior Order of Merit events. The players will be expected to play in a number of these events over the course of the summer as they will provide the coach and player with a measurable tool that they can use to assess progress.

Each player is expected to understand the use of their Lifetime CDH number and their player handicap record.

May

June

July

In planning this stage of the delivery the coach is asked to arrange the delivery of 11.5 hours of coaching. This may include 3/6 hole playing sessions.

May - 2 sessions 1 x 1.5 hours, 1 x 2.5 hours = 4 hours Technical and pre season planning. Course management and shot selection

June - 2 sessions of 2.5 hours = 5 hours continuation of more course time, metal preparation, game plans and tactical play

July - 1 session of 2.5 hours = 2.5 hours on course training, including diet and nutrition

Total 11.5 hours

Content.

Planning and Preparation.

At this stage of the season the coach should be working with the player in preparing and preparation for tournament and competition play. How to develop a game plan and which tactics they will employ according to the nature of the conditions of play for a particular event.

How much to practice and what to practise prior to competing.

How playing golf can be a strain on your body and the correct use of warming up and stretching routines. The use of basic strengthening routines to help with power, speed and endurance.

Mental game.

How basic breathing skills can help the player overcome nerves and anxiety. This should also begin to help the player with dealing with pressure situations, you could also return back to the pre shot routine and how this plays an important role in reinforcing a player's focus.

Life style.

How eating correctly, rest and sleep patterns can enhance the player's performance. How diet, nutrition and hydration in general, prior to competition, during competition and after competition is important.

These points should be explained to player to help them get the best out of there on course performance.

Course management.

How to use a course planner or distance measuring devices. Planning and plotting your way around the course. How a practice round could be used to help the player develop a game plan.

Taking note of local rules that might be in place for that club or for that competition. General rules and etiquette of the game of golf.

At the end of each month the Academy Coach Co-ordinator will receive a report on the work the coach has covered during the sessions. This will include player attendance and attitude and any major achievements the players in the group may have made. At this stage they may be related to the player's performance in reduction of their handicap and in a competition.

August

September

October.

In planning this stage of the delivery the coach is asked to arrange 4.5 hours of coaching.

August - 1 x 1.5 hours = 1.5 Hours Mid season fix and repair. Look at any issues the players may have had in the season.

Sept - 1 x 1.5 hours = 1.5 hours. End of season evaluation, what have I got to do to improve my game over the winter time.

October - 1 x 1.5 hours = 1.5 hours Winter planning and practice schedules consideration of planning strengthening and fitness programme for the winter. Production of a review report for each player

Total 4.5 hours

Content.

Mid season evaluation.

At this point the coach should enquire of the player:

What have they done well that has affected performance and make a list.

What has not worked well and affected their performance and make a list.

From this information the coach and player should draw up an action plan on what changes need to be made to finish the season of well.

The coach should now evaluate the players recent performances and assist in making any changes that might help them to finish the playing season of well. The coach and player should reassess based on the needs of the players action plan any problems that may have arisen and assist and prepare that player for the remainder of the season. A dialogue between the players other coach will assist this process.

At the end of each month the Academy Coach Co-ordinator will receive a report on the work the coach has covered during the sessions. This will include player attendance and attitude and any major achievements the players in the group may

have made. At this stage they may be related to the player's performance in reduction of their handicap and in a competition.

End of season review.

In planning this stage of the delivery the coach is asked to arrange a review session of his group.

The coach should also be thinking about the coming autumn and winter. Skills test should be carried out at this stage to help the player have some practice skills to carry out over the winter months. Skills test should be for the whole game, long game, short game and putting skills. This will give the player better structure to there practice.

Each player should have carried out an end of year review. The coach should then be giving the player some priorities and goal setting for a winter training programme. This should include practice schedules, skills tests, strengthening and conditioning. A final report will be produced for the player/parent and external coach on the progress they have made over the course of the season. It will recommend how they are too be placed in the following season. This information will be reported to the Academy Coaching Coordinator who will inform their clubs Junior Coordinator of the progress made.

IMPORTANT.

It is expected that all players who enter this programme will be part of a regular coaching programme with a technical or home coach. It is important that they are not just relying on the coaching being provided within the Academy programme, the Academy coaching is additional coaching. If they are not, then if possible offer the parent/player additional coaching support/advice to find a home coach. As can be seen from the nature of the programme this is about producing players of a standard to move onto initially County Junior level.

An Academy coach does not replace a player's technical/ home Coach. It's important that the academy coach communicates with the player's technical /home coach. Technical issues should be resolved by the technical coach through communication between the coaches and player. A regular report should be sent to the player's technical coach.

As an Academy coach you are also expected to report on a monthly basis to the coaching coordinator.

**Northamptonshire Golf Partnership Club Coach Sub Committee
December 2012.**