

GB Head Coach Job Description



Job Title GB Head Coach – LA 2028 Olympic Games

Department Performance

Reports To GB Performance Lead

Key Relationships Performance Lead, Home Nation Performance Leads, Home Nation Coaches, Personal Coaches, GB Physio, GB Squash Team Leader, Sports Science and Sports Medicine personnel, TeamGB.

Location Hybrid that involves both domestic and international travel

Contract Part-time fixed-term contract leading to the LA 2028 Olympic Games – ends 31 August 2028

Indicative delivery commitment:

- Part-time fixed-term consultancy contract through to 31 August 2028.
- Maximum allocation of 210 consultancy days across the contract period.
- Daily consultancy fee: £200 per day, plus all associated travel expenses
- Deployment of days will be agreed annually with the GB Performance Lead and aligned to programme priorities, including the European Games, Olympic Qualification period, Final Preparation and Games-time delivery.
- Flexible deployment aligned to programme priorities

Purpose of the Role

To provide coaching leadership, athlete integration and performance support across the GB Squash Olympic Programme, working collaboratively with athletes, personal coaches, Home Nations and Team GB partners to maximise qualification opportunities and optimise performance at the 2027 European Games and the LA 2028 Olympic Games.

Operating within a player-led professional sport, the GB Head Coach will build trusted relationships, align performance planning, support athlete readiness and lead on-court Games-time coaching delivery, while respecting the central role of personal coaches within athlete performance environments.

The role is focused on influence, alignment and performance integration rather than day-to-day ownership of athlete training programmes. It is a critical leadership position within the GB Squash Olympic operating model and works in close partnership with the GB Performance Lead.

Key Deliverables (2026-2028)

1. Support successful preparation and delivery of the 2027 European Games.
2. Establish trusted and effective coaching relationships with identified Olympic athletes and their personal coaches by the start of the 2027 European Games cycle.
3. Contribute to maximising Olympic qualification opportunities.
4. Support identified squash athletes in achieving Olympic qualification.
5. Lead delivery of agreed squash coaching support interventions.
6. Establish an effective personal coach engagement model.

7. Contribute to athlete review and planning processes.
8. Support athlete availability and readiness throughout the qualification cycle.
9. Contribute to successful Olympic Games preparation and performance delivery.
10. Develop a learning and review process from European Games through to LA 2028.

Key Responsibilities

1. Athlete Performance Leadership

- Provide strategic coaching leadership and performance support across the GB Olympic Programme.
- Contribute to the development and implementation of individual athlete performance plans.
- Coordinate performance planning with identified athletes and their personal coaches.
- Support the creation of clear qualification and performance strategies for Olympic nomination and selection.
- Undertake regular athlete reviews with the GB Performance Lead.
- Contribute to assessment of athlete progression, readiness and performance potential.
- Monitor international performance trends and benchmark GB athletes against leading international competitors.

2. Olympic Qualification Planning

- Support the development of individual athlete qualification plans.
- Contribute to strategic planning around PSA World Ranking progression.
- Assist athletes and coaches in balancing qualification objectives with long-term performance outcomes.
- Provide coaching insight into qualification scenarios, competition scheduling and seeding implications.
- Contribute to regular qualification reviews and risk assessments.

3. European Games Leadership (2027)

- Lead performance preparation for the 2027 European Games.
- Work with the GB Performance Lead and Team GB Team Leader to ensure effective preparation and delivery.
- Establish clear Games-time on court coaching principles and ways of working.
- Lead athlete and coach debrief processes.
- Capture coaching, preparation and operational learning to inform Olympic planning.
- Use the European Games as a rehearsal opportunity for LA 2028 preparation and delivery.

- Successfully lead coaching delivery at the 2027 European Games and contribute to a formal post-Games review process to inform LA 2028 planning.

4. Olympic Games Preparation and Delivery

- Lead coaching support during Phase 3 (Final Preparation) and Phase 4 (Games Ready).
- Contribute to athlete readiness planning.
- Support Games Readiness activities and Team GB integration requirements.
- Provide coaching leadership during Olympic competition.
- Support athlete performance in training, preparation and competition environments.
- Work collaboratively with Team GB leadership, support staff and accredited coaches.

5. Coach Integration and Development

- Establish productive and trusted relationships with athletes' personal coaches.
- Create a collaborative coaching model that respects existing athlete-coach relationships.
- Ensure personal coaches are appropriately engaged in planning and preparation processes.
- Facilitate communication and alignment across the coaching network supporting Olympic athletes.
- Provide challenge, support and performance insight to the wider coaching environment.

6. Contribution to Athlete Support Systems

- Work closely with the GB Physio to support athlete availability.
- Contribute to athlete review discussions.
- Support integrated performance planning involving coaching, medical and operational functions.
- Contribute to the identification of athlete support priorities.
- Assist with performance profiling and performance tracking processes.

Integrated athlete support and availability management are identified as critical performance functions.

7. Games-Time Coaching and Environment Leadership

- Build trusted coaching relationships with nominated Olympic athletes throughout the cycle.
- Establish clear Games-time on court coaching principles and ways of working.
- Help athletes prepare for the demands of the multi-sport Games environment.
- Support planning and delivery of the Stanford pre-Games camp.
- Lead athlete preparation within the Olympic Village and competition venue environments.

- Manage performance-focused training and competition environments throughout European and Olympic Games periods.
- Work effectively within accreditation constraints while ensuring athletes receive consistent and appropriate support.
- Support management of downtime, routines, recovery and competition readiness during Games periods.

8. Athlete Engagement and Communication

- Act as a regular and visible point of contact for identified Olympic athletes.
- Communicate clearly and consistently regarding preparation, Games planning and support opportunities.
- Help reduce uncertainty by providing timely information and guidance throughout the Olympic cycle.
- Support athlete understanding of Team GB requirements, Games-readiness activities and Games-time expectations.
- Contribute to creating a high-trust, athlete-centred performance culture across the GB Olympic programme.

Relationships

Conflict of Interest

The successful candidate will be required to declare any actual, potential or perceived conflicts of interest that may arise through existing athlete coaching relationships, commercial coaching activities, consultancy arrangements or other high-performance roles.

Any identified conflict will be managed through agreed governance arrangements.

GB Performance Lead

The GB Performance Lead retains overall responsibility for:

- Programme leadership
- Performance decision-making
- Athlete review processes
- Qualification planning
- Selection recommendations
- Olympic performance strategy

The GB Head Coach provides expert squash coaching leadership and contributes to programme implementation.

Home Nation Performance Staff

The GB Head Coach will:

- Build strong collaborative relationships with England Squash, Scottish Squash and Squash Wales.
- Share performance intelligence and planning information where appropriate.

- Support alignment between Home Nation programmes and GB Olympic objectives.
- Respect Home Nation responsibilities while ensuring identified athletes receive coordinated Olympic support.

Personal Coaches

A critical relationship.

The GB Head Coach will:

- Recognise personal coaches as the primary day-to-day coaching relationship for Olympic athletes.
- Involve personal coaches in qualification, preparation and Games planning discussions.
- Agree and communicate Games-time coaching roles and responsibilities.
- Support alignment between individual athlete programmes and Olympic performance requirements.
- Create an environment where personal coaches are viewed as performance partners rather than external stakeholders.
- Have the ability to build trust, credibility and confidence with nominated Olympic athletes and their personal coaches.

Person Specification

Essential

- Level 3 or equivalent Squash Coaching qualification.
- Experience coaching squash athletes at Commonwealth Games, World Championships or other major multi-sport and major championship environments.
- Experience supporting squash athletes in major championships with pre-match, in match and post-match analysis and support.
- Understanding of the realities of professional squash - the world class technical and tactical requirements of the modern game.
- Commitment to collaborative working with athletes, personal coaches and Home Nations around the squash technical and tactical nuances of the modern game and competitors.
- Experience operating within Commonwealth Games Scotland/Wales/England teams, European Games teams or equivalent multi-sport environments.
- Strong understanding of professional squash athlete environments.
- Knowledge of the PSA world tour and ranking systems.
- Demonstrated ability to influence without direct authority.
- Experience operating within multi-stakeholder performance systems.
- Proven ability to build high-performance relationships.

- Strong communication and planning skills.
- Experience leading athletes and coaches through major championships.
- Ability to operate effectively within complex and evolving performance environments.
- Experience coaching athletes in high-performance squash.
- Experience working with athletes supported by personal coaches.
- Ability to operate successfully through influence rather than positional authority.
- Demonstrated experience of building trust with world-class athletes.

Desirable

- Team GB or multi-sport Games experience.
- Experience supporting individual sport athletes operating within professional competition structures.
- Experience working within UK Sport funded environments.

Mandatory

- Enhanced DBS check.
- Up to date first aid certification.
- Up to date safeguarding certification.

Performance Review

A formal performance review will be undertaken following the 2027 European Games.

The review will consider:

- Leadership and delivery during the European Games.
- Relationships with athletes, personal coaches and Home Nations.
- Contribution to athlete preparation and qualification planning.
- Ability to operate effectively within the agreed GB Squash operating model.
- Suitability to continue leading the coaching programme through the remainder of the LA 2028 cycle.

The review will be conducted by the Sport Org CEO, GB Performance Lead and GB Squash Chair (or nominated representatives).

Contract Review and Termination

The appointment is subject to satisfactory performance and continued programme requirements.

Either party may terminate the agreement by giving one months' written notice.

GB Squash reserves the right to terminate the agreement immediately in the event of gross misconduct, serious breach of contract, or circumstances that materially affect the ability of the individual to fulfil the requirements of the role