MINISTRY OF YOUTH & SPORTS MALAYSIA

POSITION : NATIONAL DIRECTOR OF COACHING

OVERVIEW

The National Director of Coaching (NDC) is ultimately responsible for producing world class sport coaches in Malaysia. The NDC will report to the High Performance Sports Director (HPSD) and be responsible for the performance management and learning and development system for coaching in Malaysia. This will cover coaching from grass roots to elite level. They will oversee work with two agencies, The National Sports Council (who are responsible for coaching performance management) and the National Sports Academy (part of the National Institute of Sport) who are responsible for the learning and development of coaches.

CORE RESPONSIBILITIES AND KEY COMPETENCIES

The NDC will be responsible for following and be expected have the following key competencies.

1. Strategic Approach & Vision

- Present a strategy to establish a high performance coaching from grass roots to elite level.
- Provide a clear statement of coaching philosophy, vision and goals which is in line with the High Performance vision for sport in Malaysia.
- Identify a clear mission statement and establish a vision for a sustainable coaching development of Malaysian.
- Commitment to develop a high performance coaching culture and mindset throughout the Malaysian Sport Eco System.

- Implementation of a coaching system, process and philosophy based on Malaysian sport domestic resources and values, complemented by best practice.

2. High Performance Coaching Methodology

- Best practice methodical approach to all aspects of Coaching evaluation, monitoring, learning and development.
- Development plans to incorporate leading and contemporary technical, tactical, physical and mental components.
- Develop appropriate coaching ‘game plans’ and measure performance against these plans.
- Establish measurable targets to improve coaching performance from grass roots to international competition.
- Facilitate the use of technical specialist coaches where required.

3. Specific Coaching Deliverables

- Provide a career pathway for coaches.
- Be responsible for coaching development courses for all coaches and promote and facilitate coaches to undertake further formal coaching training/qualifications.
- Increase the pool of accredited coaches and identify coaches for further development.
- Develop and maintain an effective network of communications and act as a mentor and adviser to all National Team coaches.
- Capable of designing and delivering high quality age and level appropriate training and coaching courses containing appropriate levels of variety to challenge players and coaches.
- Design and implement a coach’s code of conduct.
- Train and develop team coaches through the design and delivery of age appropriate and regular ‘coach the coach’ sessions.
- Design and regularly update and improve manuals for coaches.
- Monitor National Team coaches and help them to plan and implement training sessions.

- Design and implement a continuing education program for team coaches.
- Arrange for expert and specialist coaches to present to coaches and to run specialist training clinics.
- Create and maintain a suitable library of books, videos and articles for team coaches to access.
- Identify and recruit new potential coaches and promote coaches with special talents for teams/ages most suitable to them.
- Implement through the coaches a consistent coaching style and philosophy across the whole of the sport eco system.

4. Management Style & Leadership

- Deliver success based on empowerment and the contribution of all involved, within the Malaysian Sport Eco System.
- Provide leadership through effective interpersonal communication and the ability to address difficult problems appropriately.
- Demonstrate personal credibility, honesty, integrity, and show an ability to handle pressure and stress appropriately.
- Set standards of integrity and tolerance to leave a legacy high performance coaching excellence.

5. Strong Personality & Charisma

- Highly motivated and target-orientated individual with passion for achieving elite success and ability to constantly drive for improvement.
- Team player with exemplary working attitude and strong commitment to hard work in order to achieve results.
- Ambassador for Malaysia’s coach performance management and learning and development program, contributing positively to the profile of coaching in the country.
- Strong resistance to crisis and resilience to adversity.
- Ability to handle internal and external critics and professionally manage change.

QUALIFICATIONS

1. Masters or PhD. in Sports Coaching or similar field such as sports science or sports management.
2. Greater than 10 years experience in a leadership role in high performance coaching.
3. Experience in the establishment and execution of a successful High Performance Coaching Program at National or International Level.
4. Extensive Experience, a minimum of 10 years, as a full-time coach.
5. Highest Level Coaching Certification.
6. Sport Science Expertise and Knowledge.