

Working at BaseballSoftballUK

ROLE PACK

COACH AND DEVELOPMENT CREW

APRIL 2024



INTRODUCTION

WORKING AT BASEBALLSOFTBALLUK

BaseballSoftballUK (BSUK) is seeking to appoint a Coach and Development Crew. The coach will work closely with BSUK staff and partner organisations to ensure that all players are provided with an appropriate and enjoyable instructional experience. The coach will work with a range of abilities and ages, focusing on those who are experiencing the sports for the first time in schools, universities and community settings, from young children through to students and adults, in baseball, slowpitch and fastpitch softball.

Since 2000, BSUK has provided services to the sports' governing bodies with the aim of developing and increasing levels of participation, skill and achievement in UK baseball and softball. Established as a not-for-profit organisation, BSUK is committed to developing the reach and participation levels in baseball and softball.

There are currently around 20,000 participants playing organised baseball/softball in a thousand teams each year. The playing population is well represented by children, undergraduates, businesses, women and the LGBTQ+ community.

In August 2020, we launched a new four-year rolling strategy titled "Two Sports, One Ambition". The strategy identified four key priorities – increasing participation, developing talent, supporting the grassroots and improving the financial sustainability of the sports and of the organisation. Our ambition is for baseball/softball is to be played in more places, by more people.

When you join BSUK, it is not just another job. You will work in a progressive development and performance agency, looking to make lasting and meaningful impact on people's lives through baseball and softball. We pride ourselves on being outspoken in our words and deeds on the place of women and girls in sport and the importance of proactive LGBTQ+ initiatives. We seek out opportunities to work in ethnically diverse communities and to introduce our sport to people who have disabilities.

BSUK employs a dynamic, skilled, and nimble team able to deliver to the needs of the two Federations and wider community. Staff cover a wide range of work areas, including Performance, Development, Operations, Finance, and Governance. The full-time and part-time staff are supported by a national team of freelancers and volunteers.

Why work for BSUK?

1. It is rewarding

A desire to build a brighter future for our sports is shared between all involved – from the board of directors to the staff and national volunteers – all working towards a common vision. There is a great deal of potential within the sports that we are all working to realise.

2. It is a great time to be involved with the sports

Baseball and softball are booming – with the number of participants having nearly tripled in the last decade. This is an exciting time to be employed in the sports thanks to funding partnerships with Sport England, UK Sport, Major League Baseball and the Mayor of London's Office, an opportunity for the national teams to qualify for the Olympics in 2028 and Major League Baseball events coming here.

3. Never a dull moment

The role is varied – no two days will be the same. There's scope to develop the role and help the organisation reach the next level.

4. Build your network

You will be working with a wide range of companies, meeting new people and exploring new opportunities.

5. Flexible working policy

We operate a progressive Flexible Working Policy.

You can learn more about us [here](#).

JOB DESCRIPTION

COACH AND DEVELOPMENT CREW

JOB TITLE: Coach and Development Crew
REPORTS TO: Club and Coach Officer
LOCATION: TBD
CONTRACT: Fixed term / Part-time
(funding dependent)
PAY BAND: £21,031 – £26,477
APPLICATION DEADLINE: Application closes
at 11:59pm on Tuesday 7 May 2024

Overview

We are seeking experienced and enthusiastic baseball and softball coach and club support people to join our team. The successful candidates will be responsible for developing and delivering a comprehensive training programme across our programmes.

The coach will work closely with BSUK staff and partner organisations to ensure that all players are provided with an appropriate and enjoyable instructional experience. The coach will work with a range of abilities and ages, focusing on those who are experiencing the sports for the first time in schools, universities and community settings, from young children through to students and adults, in baseball, slowpitch and fastpitch softball.

The Benefits

- Competitive salary
- Great holiday and flexi days allowance
- Strong Flexible Working Policy (helping to balance some out-of-hours working)
- Resilience-focused culture, placing your personal wellbeing first
- Pension plan
- Home working financial allowances.
- Regular staff training and CPD opportunities.
- and much more of the sorts of things you'd expect from working in a sports organisation

Key Responsibilities

- Develop and deliver a comprehensive programme of coaching across BSUK's development and programmes.
- Lead and deliver schools festivals and competitions – providing an appropriate and engaging experience for all players.
- Work with teachers, students and other coaches to build their own capability and confidence to deliver baseball and softball activity.
- Plan and deliver regular practices and training sessions, designed to provide and enjoyable and developmental experience for all players.
- Work with programme staff to develop appropriate and engaging sessions.
- Proactively identify ongoing playing opportunities for players, helping new members payers find local teams to play for, and helping experienced players reach their right level of play. This includes helping to link programme attendees to their nearest clubs.
- Communicate effectively with players, session organisers, and other stakeholders, providing regular updates.
- Maintain a safe and positive training environment for all players, adhering to all safety guidelines and protocols.

Other Responsibilities:

As a member of the staff team, you will be expected to be prepared to contribute across a wide range of activities, accepting collective and individual responsibility, where needed and necessary. This may include becoming involved with regional work, directly delivering activities or working upwards to shape the strategic direction of the organisation. All staff are expected to be organised and administratively sound, assisting others where necessary.

1. To incorporate diversity and safeguarding into development plans and ensure relevant actions and targets are delivered.
2. To provide additional administrative and organisational support to programmes where necessary and directed.
3. To undertake any other duties commensurate with the level of the post as determined by BSUK.

PERSON SPECIFICATION

COACH AND DEVELOPMENT CREW

The following are essential and required for the role:

- Experience or qualifications to a Level 2 baseball/softball coach level.
- Minimum of 3 years of experience playing or coaching baseball or softball.
- An ability and enthusiasm to coach baseball, slowpitch and fastpitch softball to all ages and abilities of player.
- Strong knowledge of baseball and softball.
- Excellent communication and interpersonal skills, with the ability to work effectively with players, teachers, parents, and other stakeholders.
- A strong and engaging style of coaching all types and levels of player.
- Strong organisational and time management skills, with the ability to manage multiple tasks and priorities simultaneously.
- Ability to work flexible hours, including evenings and weekends as required.
- Valid driver's license and reliable transportation.

It is also desirable to:

- Have a working knowledge and understanding of the structure and organisations operating in British baseball and softball.
- To have tutored baseball and softball coach education courses.
- Self-motivated and seeks to continuously improve own capabilities.
- Competent in using a range of standard IT programmes and knowledge of social media.
- Have a good understanding of community sport and experience of working within the sports for development landscape.

Please note that this job description is not exhaustive and the postholder may be required to undertake other duties that complement the responsibilities described.

This is a full-time position with a competitive salary and benefits package. If you are a dedicated and experienced coach with a passion for introducing and developing players, we encourage you to apply for this exciting opportunity.

HOW TO APPLY

Applications should be made online by clicking [here](#).

You will be asked to provide information about your background and education as well as providing us with a personal statement that reflects the job description and person specification.

For more information, please contact erica.barrett@bsuk.com

Interviews are scheduled to take place the following week and/or on a rolling basis as suitable applications are received. Feedback will be provided to candidates who are invited to interview and are unsuccessful.



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