



VOLLEYBALL ENGLAND ROLE DESCRIPTION – INDOOR PERFORMANCE DIRECTOR

JOB TITLE	Indoor Performance Director
SALARY	Competitive
REPORTS TO	CEO (& Strategic Manager Volleyball for Life)
CONTRACT TYPE	Full Time and Part Time hours considered. 12 months Fixed Term Contract, possibility of extension.
LOCATION	SportPark, Loughborough, United Kingdom

JOB PURPOSE

Volleyball England is seeking an Indoor Volleyball Performance Director to implement a high-performance indoor volleyball programme which ultimately delivers success on the international stage. Critically, the role will develop a culture of continuous improvement across pathways and programmes to drive strategic progression and change within the organisation and sport.

KEY RESPONSIBILITIES

Programme Development

- To implement Volleyball England's Talent Plans that ultimately aims to develop coaches and athletes that can deliver success on the international stage.
- To ensure that Zonal, Junior and Senior pathways are connected and progressive, working with the coaches and support staff within the programmes.
- To ensure the Futures Talent Zones are set up and provide an effective foundation for athletes' progression to U18 level.
- To ensure that Volleyball England, England Team standards and behaviours are understood, accepted and observed across all programmes.
- To improve coaching standards through continuous development programmes.

- To assist in the development of fair, transparent and effectively communicated policies and procedures for the selection and participation of athletes, working with current coaching and support staff within the programme.
- Work closely with the Volleyball for Life Strategic Manager and to be an active participant within the Talent Performance Management Group.

Performance Development

- Build a performance development environment that challenges aspiring players individually and as a team to strive for excellence.
- Attend training and competition activities of the England Senior and Junior Squads.
- To create and implement a nationwide Talent Identification programme, working with key partners to implement.
- Prioritise the safety and welfare of all athletes and staff members while in the programme.
- Lead the delivery of a comprehensive training programme that integrates opportunities for team and athlete development across technical, tactical, physical and mental domains, with a strong focus on introducing Strength & Conditioning and psychosocial skills.
- Contribute to the development of Super League and Super Series competitions.

Management

- Write an annual Performance Plan with priorities and objectives, including competition specific objectives.
- To lead on Volleyball England selection policies for access to the squad training and competitions. This is to include supplying timely feedback on all selections and deselections.
- To empower the Team Manager, Coaches and support staff to fulfil their roles and maximise the efficiency and success of the programmes.
- To work closely with the Volleyball for Life Strategic Manager to plan, monitor and evaluate the programme ensuring that the budget for the programme is managed efficiently.
- Report formally during Talent Performance Management Group meetings on:
 - Athlete and coach progress.
 - Physical and mental wellbeing of athletes.
 - Selection and deselection considerations (retention rates).
 - Performance at competitions.
- Serve as special adviser to the Board.

- Oversee the compilation and supply of relevant performance reporting information required by FIVB, Sport England and Volleyball England and other stakeholders as required.

PERSONAL PROFILE

Essential	Desirable
1. Degree level qualification or compensating work experience in a relevant and related field.	1. Experience of volleyball and understanding of the current landscape in England.
2. An understanding of programme delivery and the ability to support the day-to-day delivery of talent systems and player pathway programmes.	2. Adaptable approach and good problem-solving skills with the ability to remain calm under pressure and respond sensibly to the unexpected
3. Proven experience of leading, managing, and motivating teams and devolved networks.	3. An understanding of technical talent systems.
4. Excellent interpersonal and communication skills demonstrating an ability to communicate at a senior level and relate to a wide range of people and organisations in the right appropriate format	
5. Managing the operational evaluation and data analysis of programme delivery.	
6. Building trust and strong relationships with a range of stakeholders internally and externally at a senior level and at player-parent level.	
7. Working in high pressure performance environments.	
8. High level of demonstrable attention to detail and personal organisation to ensure prioritisation, time management and all outputs of work are of the highest standards.	
9. Excellent organisational skills and ability to manage competing priorities and deadlines, working calmly under pressure.	
10. Ability to create conditions that support change management to nurture positive behaviours, appetite for personal and team improvements.	
11. Be prepared to work outside normal core hours at weekends or evenings, attendance at events and meetings away from the office.	

BENEFITS

Volleyball England offers a competitive benefit package that includes:

- Stakeholder pension scheme with an employer pension contribution of 3%.
- 22 days (pro-rata for part-time workers) per year, increasing to 25 days (pro-rata for part-time workers) in the second (and subsequent) years of service. 8 Bank/Public Holidays. 2 ½ Privilege Days.
- Flexi Working, with a minimum of 2 days in the office a week.
- Cycle to Work Scheme.
- Discounted on-site gym membership.

Volleyball England has an equity policy and is committed to equal opportunities. The equity policy can be found on www.volleyballengland.org.

Volleyball England is committed to best practice in the care of children and as such this post may be subject to a Disclosure and Barring Service (DBS) check. The child protection policy can be found on www.volleyballengland.org.

This job description is not exhaustive. It is intended as an outline indication of the areas of activity and will be amended in the light of the changing needs of the company.

HOW TO APPLY

To apply, please follow this [link](#) to complete the application (you will need to upload your CV and covering letter). Please complete our Diversity and Inclusion Questionnaire [link](#).

Applications close on Monday 9th February 2026. Interviews will take place on 16th and 17th February.

If you have any questions, please contact Guin Batten via jobs@volleyballengland.org