



## Army Boxing Performance Programme Manager

<b>Location:</b>	<b>Aldershot and remote working</b>
<b>Salary:</b>	<b>Competitive</b>
<b>Reports to:</b>	<b>Head of Army Sport High Performance Programme</b>
<b>Time commitment:</b>	<b>0.7 (plus additional opportunities to coach with GB Boxing)</b>
<b>Contract</b>	<b>Seconded to Army Boxing</b>

## SUMMARY

GB Boxing works in partnership with Army Sport to support the high-performance programme for boxing. This role is employed by GB Boxing, but the successful application will be seconded by GB Boxing into Army Boxing to lead the programme and the team of coaches and boxers.

## PURPOSE

The objectives of the roles are as follows:

- To develop Army Boxing coaches.
- Deliver Talent Identification for Army Boxing and the Army Sport High Performance Pathway (ASHPP).
- Direct and assure the Army Boxing Team (ABT) programme.
- Work with Home Nation and GB Boxing authorities to deliver key aspects of the role.
- Remain current and competent to comply with standards set by GB Boxing and England Boxing.

## KEY DUTIES AND RESPONSIBILITIES

### Develop Coaches

1. Work with Army Boxing to develop a sustainable boxing coaching programme. The programme will aim to produce coaches for the Army Boxing Team (ABT) and where appropriate for Home Nation activity. Key aspects:

**GB BOXING**

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- a. Create a structure for coach development.
  - b. Include secondments to the ABT, Home Nations and GB Boxing.
  - c. Identify Key Performance Indicators (KPI) by which to assure progress.
  - d. Monitor the coaching programme for the ABT.
2. Assure the process against identified KPIs.

### **Talent Identification**

3. In conjunction with Head ASHPP and the Army Boxing Operations Manager, formulate a Talent Identification, Talent Transfer and Talent Confirmation system. Key aspects:
- a. Develop relationships with civilian Boxing Clubs, Home Nations and GB Boxing to identify talent that could be recruited into the Army.
  - b. Identify talent that can transfer into boxing from other sports both within the Army and from the civilian environment.
  - c. Identify Army talent who have the potential to progress towards WCPs.
  - d. Develop the current tracking system used to monitor boxing talent.
  - e. Ensure UK Sport Talent ID initiatives are incorporated where appropriate.
  - f. Set KPIs.
4. Assure the process against agreed KPIs.

### **Army Boxing Performance Programme**

5. Work with Army Boxing to deliver an effective and successful Army Boxing performance programme. This will require collaborative work with the Army Head Coach. Key aspects:
- a. Develop the ABT programme.
  - b. Support selection of coaches to deliver the programme and act as coach in support of the ABT.
  - c. Monitor the delivery of the programme.
  - d. Engage with Army Sport High Performance Athlete Centre (ASHPC) practitioners as required.
  - e. Identify KPIs.
6. Assure the process against KPIs.



### **Liaise with GB Boxing and Home Nations**

7. Maintain good working relations with GB, Home Nation and Army Boxing. Support Head ASHPP in activity to enable Army personnel on World Class Programmes with GB and Home Nations. Key aspects:
  - a. Talent Identification opportunities.
  - b. Coach development through placements and mentoring.
  - c. Personal CPD.
  - d. Athlete management for Army athletes on GB Boxing WCP and Home Nation performance programmes.
  - e. Army Boxing talent placement and mentoring.

### **Remain Current and Competent**

8. Ensure boxing coaching and performance competency is maintained against NGB standards. This will entail CPD and engagement with GB Boxing including work with coaching staff periodically.

### **Associated Activity**

9. Produce a biannual report detailing accomplishments and assurance outcomes set against respective KPIs for the ASHPP Advisory Panel and Army Boxing Association. Produce quarterly talent tracker updates for the Army Boxing Operations Manager.

## **EXPERIENCE, EXPERTISE AND APPROACH**

***What is your coaching approach, experience, and expertise? Please see below for what GB Boxing is looking for:***

- Experience of developing talented boxers (female and male) at a fast rate and supporting the transition from potential to performance.
- Evidence of coach development investment into self over a sustained period (formal, non-formal coach, leadership, sport science, mentoring and management qualifications and programmes).
- Ability to create an effective learning environment for boxers to learn and progress.
- Have a clear understanding of the development needs of the boxer, athlete and person.
- Deliver effective coaching practice which supports and promotes the GB Boxing coaching philosophy.
- Experience of talent identification and selection.
- Skill set to provide effective performance briefings and be able to deliver clear and honest feedback on performance.

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- Ability to build rapport, trust and focus with boxers and coaches within the programme.

***How would you work as part of a team? In relation to working within a team the below outlines what GB Boxing value and are looking for:***

- Part of a team which plans, delivers and reviews development / performance.
- Ability lead and work within a performance team and working in partnership with sport science support and administration staff.
- Create, build and maintain effective relationships with external partners that will support GB Boxing (e.g. Home Nations, National Coaches, Clubs).
- Be able to be adaptable and make decisions as an individual and within a team.
- Computer literate with excellent presentation skills.
- Communicate effectively within a complex and high performance / pressure environment.
- Ability to drive individual athlete development through the Individual Athlete Planning (IAP) process.
- Ability to lead, develop and drive a programme of competition and training activity.

***Your authentic self, values, and outlook. GB Boxing highly values the person within the professional, the below offers an insight into the person we are looking for:***

- A passion for developing people and a fundamental enthusiasm for performance and boxing.
- High levels of self-awareness, emotional awareness, and the ability to reflect.
- Has experience of shared leadership within a team environment and has the potential to lead both individuals and teams.
- Enthusiastic about learning opportunities.
- A clear set of values which forms and guides practice which needs to include a fundamental understanding and respect of athlete welfare.
- Support a progressive, learning, and open culture.
- Support a performance culture which is underpinned by clear values and beliefs that support and develop others.
- Uphold a professional attitude and act as a role model for others to follow.
- The ability to be respectfully curious and have an inner drive to seek progressive ways to evolve coaching and boxer development / performance.

You must possess sound IT knowledge and experience of the Microsoft Office Suite as appropriate. You must possess strong communication skills and have a clear and precise

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understanding of the English language. The ability to be flexible is essential as there will be occasions when work out of hours during evenings and/or weekends is required.

You must be dependable, polite, reliable and smart, able to prioritise workloads and to meet deadlines. It is vital the individual is able to work individually and as part of a team, have good inter-personal skills, with proven administrative and organisational skills within the boxing environment. Knowledge of the Army is desirable but not essential. A full driving licence is required. They must be physically healthy.

## HOW TO APPLY

If you feel you have the right attributes to succeed in this role, please forward your CV and a covering letter outlining how your skills and experience make you an ideal candidate.

Closing date for applications will be 30th March 2026, and applications should be sent by email to: [hr@gbboxing.org.uk](mailto:hr@gbboxing.org.uk).

**GB Boxing is proud to be a diverse and inclusive employer. We welcome applications from suitably qualified and eligible candidates irrespective of age, disability, gender reassignment / trans status, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation.**

We invite all candidates to complete our equality monitoring survey which helps GB Boxing:

- understand the diversity of our candidates
- consider what more we can do to break down barriers and encourage applications from a wide range of communities

Equality monitoring is a voluntary, anonymous and confidential exercise and will not be attached or linked to your application, so cannot be traced back to you. You can complete the survey via the following link: [Equality Monitoring Form](#)

## CONTACT GB BOXING

If you would value an informal conversation about the application process, please email [hr@gbboxing.org.uk](mailto:hr@gbboxing.org.uk) to arrange a phone call.

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