



**WELSH
BOXING**

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EST 1910

High Performance Coaching Cohort

Application & Recruitment Pack



Introduction

Welsh Boxing is the National Governing Body for Amateur Boxing within Wales. Established in 1910, it is funded and supported by Sport Wales and Welsh Government as custodians of amateur boxing. Welsh Boxing oversees the development, promotion and performance of amateur boxing across the country, from community to the Commonwealth Games.

The Landscape

Amateur boxing in Wales consists of approximately 130 clubs across four geographic divisions. The sport relies on over 500 active volunteers, supported by a small team based at Welsh Boxing HQ. Over recent years, changes in international boxing governance, including the transition between international federations, have disrupted development opportunities for coaches and officials. This has limited their opportunities to gain international experience and made it more difficult for national federations to identify and develop the next generation of coaches and officials.



What is the HPCC?

The current domestic coaching pathway supports coaches to develop boxers within the community and developmental levels of the sport across Wales.

What's missing? A structured opportunity to identify and support coaches with the potential to progress from the top end of community boxing into high performance.

The HPCC will bring together a select group of coaches who, over a two-year period, will be supported through a range of practical experiences and learning modules. These will develop their coaching skills and expose them to the demands of high performance sport, whilst working with the next generation of international boxers within Wales.

The programme is designed to be demanding, placing coaches in challenging situations and expose them to experiences beyond those typically encountered within domestic boxing.



The Timeline

An invitational two year programme for a selected cohort of individuals from across the Welsh Boxing membership to be exposed to high performance environments. It is a two year programme for a reason - we want to see the individuals in pressurised situations, and witness their development and growth over time.

The Method

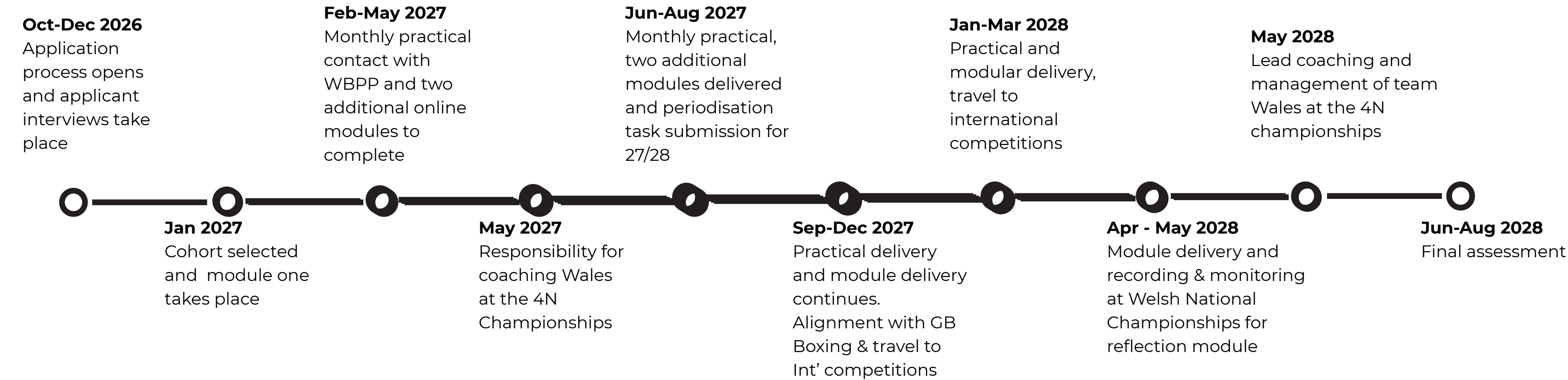
The programme combines online learning, face-to-face discussions and practical coaching with international and developing athletes, alongside experience at domestic and international competitions. Coaches will be challenged and supported throughout to meet high expectations and develop their ability to perform under pressure.

The Aim

The aim is to develop and recruit the next generation of programme coaches who can represent Welsh Boxing in the red corner at international competitions. Applications are welcome from coaches who are committed to developing through the Welsh Boxing framework.

Timelines & Content

Following recruitment, the cohort will begin in quarter 1 of 2027. Candidates will be required to engage with a minimum of one face-to face engagement per month, as well as a minimum of 1 online learning module on a bi-monthly basis. These are compulsory modules, and although there will be some leniency towards non-attendance, all modules are compulsory and failure to complete within agreed timelines will result in candidates being removed from the cohort. **With this in mind, please only apply if you feel you can complete all requirements.**



Regular Practical Delivery

There is an expectation that all selected candidates will be aligned to the Welsh Boxing Development Programme or the Welsh Boxing Female Development Programme. There will be one session a month throughout the majority of the season, of which candidates will be remunerated financially. This will be supervised by the Head of Performance and the Head of Coaching.

International Competition

Candidates will be integrated into the coaching team for the annual Four Nations Championships, responsible for leading and guiding Welsh boxers through competition. Over the two-year window, candidates will also need to complete one foreign competition or camp to experience pressures within a new environment and setting.

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Roles & Responsibilities

Successful applicants will be challenged and supported to develop the technical, tactical, interpersonal and professional skills required to coach within a high-performance boxing environment. Coaches will be expected to apply their learning in practice, demonstrate consistent professional standards and contribute to the development of the next generation of Welsh international boxers.

Technical Coaching and Athlete Development

Plan and deliver high-quality, athlete-centred coaching sessions that develop the technical, tactical, physical and psychological capabilities of boxers, adapting delivery to individual needs, abilities and competitive objectives. Develop boxers' technical and tactical understanding, including effective strategies, decision-making, ring craft and competition preparation, using observation, performance analysis and athlete feedback to inform individualised coaching interventions. Maintain a clear developmental focus by creating an environment that challenges and supports athletes, builds confidence and independence, and establishes strong technical foundations and training habits for sustained performance under pressure.

Performance Planning and Preparation

Contribute to the planning, periodisation and delivery of seasonal training programmes aligned with Welsh Boxing's performance pathway and competition calendar, developing an understanding of the physical, technical, tactical and psychological demands of preparing boxers for competition. Support the preparation, delivery and review of training camps, development squad sessions and competition-specific programmes, using performance monitoring, athlete feedback and session evaluation to inform coaching decisions. Recognise the importance of recovery, training load, injury prevention, weight management and athlete wellbeing, adapting training plans to meet individual needs and changing demands while working with relevant specialists where appropriate.

Competition Coaching and Management

Work collaboratively with experienced coaches and performance staff to prepare boxers through structured planning, tactical preparation and clear communication. Demonstrate effective corner coaching through calm decision-making, concise instruction, tactical adjustments and athlete support under pressure, while contributing to team preparation. Develop the organisational skills required to manage athletes and teams in unfamiliar environments, reflect critically on performances to identify areas for improvement, and consistently demonstrate professional conduct while representing Welsh Boxing.

Athlete Welfare, Safeguarding and Professional Standards

Prioritise athlete safety, welfare and long-term development in all coaching decisions, ensuring compliance with Welsh Boxing safeguarding procedures, codes of conduct, health and safety requirements and competition regulations. Promote a culture of respect, trust, accountability, inclusion and ethical practice, maintaining appropriate professional boundaries and demonstrating an understanding of anti-doping requirements and clean sport.

Commitment and Programme Engagement

Commit fully to the two-year HPCC programme, meeting all attendance, learning, coaching delivery and assessment requirements, while remaining available for designated training sessions, camps and domestic and international competitions. Demonstrate flexibility, professionalism and thorough preparation across all coaching assignments, taking responsibility for planning, delivery, review and follow-up, while contributing positively to the cohort and supporting fellow coaches.

Professional Development and Reflective Practice

Fully engage with all aspects of the two-year HPCC programme, including compulsory learning modules, practical coaching sessions, assessments and ongoing professional development. Demonstrate a commitment to reflective practice by actively seeking and applying feedback, evaluating coaching effectiveness and identifying opportunities for continuous improvement. Transfer learning into everyday coaching practice, maintain accurate records of development and demonstrate increasing independence, accountability and leadership throughout the programme.



Person Specification

We are seeking ambitious, reflective and athlete-centred coaches who are ready to challenge themselves and develop within a demanding performance environment. Successful applicants will demonstrate the potential to progress beyond their existing coaching experience, embrace new learning opportunities and contribute to the future of high-performance boxing in Wales.

Essential Requirements

Coaching knowledge and experience

- Demonstrate a sound understanding of amateur boxing techniques, tactics and coaching principles.
- Have experience coaching boxers within a club, developmental or competitive environment.
- Understand the importance of long-term athlete development and progressive preparation for competition.
- Demonstrate the ability to plan, deliver and review structured coaching sessions.

Commitment and availability

- Demonstrate a realistic ability to meet the attendance, learning, coaching delivery and assessment requirements of the two-year programme.
- Be willing to undertake domestic and international competition or camp experiences as required.
- Show a clear commitment to ongoing development and progression within the Welsh Boxing performance pathway.

Desirable Requirements

The following attributes could strengthen an application but should not be treated as mandatory entry requirements unless Welsh Boxing decides otherwise.

- Experience supporting boxers at national or international competitions.
- Experience working with development squads, talent pathways or performance-focused training groups.
- An understanding of annual planning, periodisation, performance analysis and competition preparation.
- Experience working alongside other coaches, mentors or sports science and medical practitioners.
- Evidence of ongoing coach education, independent learning or additional relevant qualifications.
- Experience working with female boxers and an understanding of athlete-centred approaches that respond to individual needs.
- An established commitment to developing boxing within Wales and contributing to the wider coaching community.
- The potential to progress into leadership responsibilities within a national coaching structure.

Person Characteristics & Non-Negotiables

These characteristics should help applicants succeed in a programme that is developmental in its approach but performance-focused in its expectations.

1. Ambitious and Performance-Driven

Has a clear desire to improve as a coach, sets high standards and demonstrates a strong work ethic. Understands that high performance is achieved through consistent preparation, attention to detail and sustained commitment rather than results alone.

2. Curious and Committed to Learning

Demonstrates intellectual curiosity, actively seeks new knowledge and is willing to challenge existing assumptions. Approaches unfamiliar experiences as opportunities to learn and develop.

3. Reflective and Self-Aware

Can recognise personal strengths and development needs, evaluate the impact of coaching decisions and respond constructively to feedback. Takes responsibility for mistakes and translates reflection into practical improvement.

4. Athlete-Centred and Empathetic

Understands the individual needs of athletes and builds relationships based on trust, respect and clear communication. Balances high expectations with appropriate support, recognising the importance of athlete welfare and personal development.

5. Resilient and Composed Under Pressure

Remains focused, professional and adaptable in demanding training and competition environments. Can manage setbacks, learn from difficult experiences and make considered decisions when circumstances change.

6. An Effective Communicator

Communicates clearly and purposefully with athletes, coaches and support staff. Can deliver concise technical and tactical feedback, listen actively and adapt communication to the needs of different individuals and situations.

7. Collaborative and Team-Oriented

Works effectively with other coaches, respects different perspectives and contributes to shared objectives. Understands that successful high-performance environments depend on collective responsibility, trust and knowledge-sharing.

8. Adaptable and Open-Minded

Is willing to work outside familiar environments, embrace different coaching approaches and adapt to the demands of developmental and international competition. Can apply established principles flexibly to meet the needs of individual athletes.

9. Organised, Dependable and Accountable

Prepares thoroughly, manages competing commitments and meets agreed deadlines. Takes ownership of responsibilities, follows through on actions and demonstrates reliability in both training and competition settings.

10. Ethical, Inclusive and Professional

Demonstrates integrity, humility and respect for others. Promotes equality, diversity and inclusion, maintains professional boundaries and prioritises safe, responsible and ethical coaching practice.

What is Success?

By the end of the two-year programme, successful participants should demonstrate progress towards the following outcomes:

- **Develops athletes:** Delivers structured, individualised coaching that supports technical progression and competitive readiness.
- **Coaches under pressure:** Applies sound technical and tactical judgement in demanding competition environments.
- **Learns continuously:** Uses feedback, reflection and evidence-informed practice to improve coaching effectiveness
- **Leads professionally:** Demonstrates sound judgement, accountability and the ability to contribute effectively to a coaching team.
- **Protects athlete welfare:** Maintains high standards of safeguarding, inclusion, ethical conduct and athlete-centred practice.
- **Contributes to Welsh Boxing:** Supports the transition of developing boxers towards national and international performance opportunities.
- **Demonstrates future potential:** Shows the readiness to take on increased coaching responsibility within the Welsh Boxing performance pathway.



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Application Process

Welsh Boxing welcomes applications from individuals who possess the required skills and experience and are willing to commit fully to this exciting new opportunity.

All applications must be completed in full and received by 1st November 2026. Incomplete applications will not be considered, as the information provided will also be used during Module 1 of the programme.

To apply, scan the attached QR code or follow the link to complete the application form. Please answer every question fully, ensuring your responses demonstrate how you meet the roles, responsibilities and person specification outlined.

Video applications are also welcome. These must clearly answer every question on the application form and be submitted by the closing date via either:

- Email: Membership@WelshBoxing.org, using the subject line HPCC Application – [Candidate name]
- WhatsApp: 07360550605

Please include your full name and email address with your video submission.

We anticipate a substantial number of applications and will undertake a thorough selection process to identify the most suitable candidates. If the volume of applications is particularly high, we may be unable to provide individual feedback to unsuccessful candidates.

Shortlisted candidates will be notified and invited to deliver coaching session as part of a Welsh Boxing recruitment block at the Sport Wales National Centre on one of the following dates:

Thursday & Friday 12th - 13th November 2026

Thursday & Friday 19th - 20th November 2026

Monday & Tuesday 23rd - 24th November 2026

Monday & Tuesday 30th November -1st December 2026

The recruitment process will also include a face-to-face interview. Candidates will be filmed during the coaching session.

Closing Date: Sunday 1st November at 4:00pm

All Applicants must be at least 18 years of age, and be in possession of a Welsh Boxing Club Coach Award (Level 2 equivalent or similar qualification from another NGB), a valid DBS certificate, and have an in-date Safeguarding qualification and a valid driving licence.



[CLICK HERE TO APPLY OR SCAN THE QR CODE](#)



Welsh Boxing - High Performance Coaching
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Diolch

Thank You

We look forward
to receiving
your submission

