



**ENGLAND MEN'S & MIXED
NETBALL ASSOCIATION**

England Thorns & Thorns A Performance Coaches

Background to roles

The England Men's & Mixed Netball Association (EMMNA) is experiencing rapid growth, driven entirely by a dedicated voluntary workforce.

Over the past few years, men's and mixed netball in England has expanded significantly with the launch of the National League and the annual National Championships at Loughborough University. On the international stage, the England Thorns have toured Australia, New Zealand, and St Kitts, and hosted test series against Jamaica and most recently the Australian Kelpies. The Trailblazers (U23) have competed in the Nations Cup in Singapore for two consecutive years and are now preparing for back-to-back home series against Australia (2025) and New Zealand (2026).

The performance pathway has also expanded to include the Thorns A squad and the England U19s, alongside the Thorns and Trailblazers. In addition, the England Mixed team will return in October 2025, facing Australia alongside the U23 series.

To support this momentum and the expanding international calendar, EMMNA is seeking to appoint coaches to lead within the Thorns programmes across the next four-year cycle, including the inaugural Men's Netball World Cup.

The Roles

The England Men's & Mixed Netball Association (EMMNA) is seeking experienced and committed coaches to lead our national squads through the next phase of growth and performance.

These voluntary leadership positions require individuals who can develop talent, foster team culture, and drive performance at the highest level of men's and mixed netball.

The roles include travel within England and internationally. Reasonable expenses will be covered, subject to prior agreement with the EMMNA Board.

Further details of each role are provided below.



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The Vision

The England Thorns are focused on becoming a world-class team. Achieving this requires time, a strong performance pathway, and the development of expertise to succeed at the highest level.

With the first Men's Netball World Cup confirmed for 2028, there is now a clear international framework in which to prepare and compete. The Thorns are determined to establish themselves among the leading nations in the sport.

To support this ambition, EMMNA is seeking coaches with the experience, commitment, and passion to build the men's game and drive performance. Coaches will work as part of a team across the Thorns, Thorns A, and Mixed squad, and in close collaboration with the coaches of the Trailblazers (U23) and U19 squads — ensuring a clear and connected pathway for the next generation of athletes.

Key responsibilities

- Lead and/or take an active role in squad selection, training cycles, and match preparation
- Work collaboratively with the EMMNA Head of Performance, other EMMNA coaches and performance support teams to develop long-term performance plans aligned with national goals
- Agree the diversification of training programmes to meet the needs of the specific performance squads to support the development of a player performance pathway
- Collaborate with other coaches, analysts, and support staff
- Represent the squad at national and international fixtures
- Champion inclusivity, visibility, and growth of men's netball
- Liaise with EMMNA Head of Performance on a regular basis to monitor and develop the training programme for Thorns player
- Participate in reviews of international fixtures to identify learning and progressive needs of players and thus inform ongoing developments to the training programmes.
- Act as a role model for coaching within the Men's and Mixed game
- Act as mentor to other coaches working within the National programme, as appropriate and agreed within the overall performance programme



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Person specification

We are looking for you to join a small team of very passionate individuals who juggle life, work and netball. You need to be open minded, ready to explore learning and working within the men's and mixed game. Men's netball is a very dynamic and exciting place to be, and we are looking for coaches who can help shape the continued growth of the England Thorns programme but also guide and mentor the development of the player pathway for boys' and men. You will need to be flexible and able to adapt plans to the constantly changing environment we work in.

	Description Essential (E)/Desirable (D)
Knowledge and professional skills	<ul style="list-style-type: none"> · Knowledge of Sport-Specific Rules & Techniques Deep understanding of netball's technical and tactical demands. (E) · Knowledge of Men's Netball Landscape in England Understanding the unique challenges and opportunities in developing the men's and mixed game (D) · An ability to plan and deliver a range of technical and tactical sessions with individuals, small groups, and the wider team (E) · Coach Game Sense Ability to adopt practice structures in training that support player decision making and problem solving on court (E) · Game Analysis Tactical acumen and the ability to adapt strategies based on performance data. (E) · understanding of the use of objective data, measures and insights to monitor and develop performance (D) · Inclusive Coaching Practice Commitment to equity and diversity, especially in a growing sport like men's netball (E) · Strategic Planning & Team Management Ability to lead training cycles, match preparation, and squad selection (E) · An ability to effectively and efficiently use sportsCode and HUDL and confidently present findings back to the team (D)



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Interpersonal knowledge & skills	<ul style="list-style-type: none">· Leadership & Communication Ability to inspire, manage conflict, and build team culture (E).· Ability to utilise a range of leadership and communication styles and evidenced ability to adopt an empowering, player centred approach (D)· An ability to work effectively in a team (E)· A willingness to communicate regularly with others within the team (D)· Build trust, honesty and rapport with the athletes and staff to foster positive relationships (E)· Demonstrate excellent and consistent athlete management behaviours (E)· An ability to support or facilitate the required learning and development in line with team values and ambitions (E)
Intra-personal skill set	<ul style="list-style-type: none">· Ability to critically reflect when reviewing the effectiveness and efficiency of delivery and be able to respond with clarity and confidence the next steps (E)· Ability to critically reflect in an holistic manner and use reflections to enact change (D)



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Experience & Qualifications	<ul style="list-style-type: none">· Proven Coaching Experience at elite or representative level, with a track record of developing athletes and managing teams (E)· UKCC Level 3 or equivalent recognised qualifications (D) and/or significant post level 2 experience (E)· Demonstrable ongoing CPD. Applicants should be actively engaged with the development of their own coaching knowledge and skills, awareness of coaching philosophies, methods and practice (E)· Safeguarding & First Aid Qualifications (E)· Enhanced DBS check (E)
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Appointment timeframe

The initial appointment will be for a term of **three years**, with mutual options to extend by up to three additional one-year terms (a **3 + 1 + 1 + 1** structure).

The intention is for these appointments to cover the build-up to, and participation in, the inaugural Men's Netball World Cup in 2028, although this timeframe is negotiable.

Performance will be reviewed on an ongoing basis through regular meetings with the Head of Performance. Formal reviews will take place following each phase of international competition to ensure learning is embedded within the Thorns programme.

Where either party wishes to end the working relationship, one calendar month's notice will be required.



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Application process

Informal discussions are available with **Dr Jane Lomax** (Head of Performance) via performance@englandmmna.com for those wishing to gain more information about the roles.

The application process will follow three stages:

Stage 1 – Apply

Applicants should complete and return the following to performance@englandmmna.com by **6pm, Friday 12th September 2025**:

- Completed application form [HERE](#)
- Netball CV
- Details of two referees

Applications will be considered by a panel drawn from the EMMNA performance team, EMMNA President, and independent experts co-opted for this process.

Stage 2 – Shortlisted Applicants

Shortlisted candidates will be invited to an **initial video interview** with the EMMNA Head of Performance & EMMNA President.

Stage 3 – Final Stage

Final candidates will be invited to:

- An interview with members of the EMMNA Board
- A **live coaching observation** at a Thorns or Thorns A training session



Further Details of Roles

Thorns Head Coach

- Liaise with the Head of Performance to drive the development of the national training programme in line with EMMNA's ambition for the Thorns to become a world-class team, with a particular focus on preparation for the inaugural Men's World Cup in 2028.
 - Work with other national programme coaches and the Head of Performance to review and update performance standards, ensuring effective record keeping to track player progression.
 - Communicate effectively with team managers, assistant coaches, and sports science/medical staff to deliver an athlete-centred approach.
 - Act as a positive role model and provide support for coaches within the Thorns pathway.
 - Support the Head of Performance in developing and executing selection processes for the Thorns programme and national/international fixtures.
 - Demonstrate ethical, inclusive practice and represent EMMNA appropriately within the media.
 - Attend training and competition, including international travel where required.
 - Proactively support coaches across the Thorns training programme and wider pathway.
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Thorns Assistant Coach

- Support the Thorns Head Coach with the preparation, delivery, and monitoring of the training programme.
- Agree clear roles and responsibilities with the Head Coach, maintaining regular communication to ensure effectiveness.
- Assist with squad selection processes.
- Attend training and competition, including domestic and international travel as required.
- Provide support for the Head Coach when unavailable for training and/or competition.
- Work positively with other coaches, managers, and support staff.
- Use positive coaching behaviours to build player confidence and empowerment.
- Demonstrate ethical awareness and inclusive practice in line with EMMNA values.



Thorns A Head Coach

- Lead the development of athletes within the Thorns A programme.
 - Liaise with the Thorns Head Coach and Head of Performance on training programmes and competition schedules.
 - Collaborate with the Trailblazers Head Coach to ensure smooth transitioning of U23 and U19 players through the pathway, with effective tracking of player information.
 - Communicate effectively with managers, assistant coaches, and support staff to deliver an athlete-centred approach.
 - Demonstrate ethical, inclusive practice and represent EMMNA appropriately within the media.
 - Attend training and competition, including domestic and international travel.
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Thorns A Assistant Coach

- Support the Thorns A Head Coach with the preparation, delivery, and monitoring of the training programme.
 - Agree clear roles and responsibilities with the Head Coach, maintaining regular communication to ensure effectiveness.
 - Support both the Thorns and Thorns A Head Coaches with selection processes.
 - Attend training and competition, including domestic and international travel as required.
 - Provide support for the Head Coach when unavailable for training and/or competition.
 - Work positively with other coaches, managers, and support staff.
 - Use positive coaching behaviours to build player confidence and empowerment.
 - Demonstrate ethical awareness and inclusive practice in line with EMMNA values.
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Technical Coach

This role is designed for coaches with specific expertise, limited availability, or those seeking to extend their experience at the elite level.

- Provide specialist support to the Thorns and Thorns A coaches, which may include training delivery, online sessions, individual athlete support, or competition support.
- Liaise with the Coaching and Performance team to agree scope of input and frequency of attendance.
- Plan and deliver training sessions focusing on agreed specialist elements.
- Provide coaching cover when the Head Coach and/or Assistant Coach are unavailable for training or fixtures.

For any questions or further information about these roles, please contact:

Dr Jane Lomax,

EMMNA Head of Performance - performance@englandmmna.com

Version Control Statement

Date: 4th September 2025

This document was created on 1st August 2025, and is deemed accurate and current as of this date. Any future updates or changes will be recorded in the change log. It is advised to refer to the latest version of this document to ensure access to the most recent information and revisions.

Version	Date	Author	Changes
v0.1	1st August 2025	Dr Jane Lomax	
v1.0	4th September, 2025	Ryan Allan	Revision & Formatting
v1.0			