



Welsh Netball's Performance Department

Welsh Netball has seen growth and improvement within its performance environment over the last 12 months: Wales has returned to the International Netball Federation's Top 10, the senior team has gone seven international test matches undefeated, both Wales age group squads have won Netball Europe silver medals and the Celtic Dragons franchise enjoyed its best season for several years in 2019.

To maintain and accelerate this excellent progress and to prepare the senior squad for the remainder of the Commonwealth Games and World Cup cycle, in line with our new 4-year strategy, Welsh Netball has made the decision to make several staffing structure changes.

- 1. Director of Netball** - Tania Hoffman, who is the current Head Coach for Celtic Dragons, will transition into the role of Director of Netball. Tania will remain as the head coach as part of this role but will have additional responsibilities within the franchise.
- 2. Performance Operations Lead** – This is a new role that will take responsibility for the two senior elite squads within the National Governing Body: The Wales senior squad and Celtic Dragons Superleague team. This role will operate as a hybrid between the Celtic Dragons franchise and Wales performance programme. The primary function of this role is to ensure there is greater synergy between the two teams administratively and operationally. Sarah Palmer who is the current Celtic Dragons Operations Lead will transition into this new role and the former Celtic Dragons Operations Lead position will no longer exist. The new *Performance Operations Lead* role is being advertised on a fixed term basis, as Sarah will soon be going maternity leave.
- 3. Performance Pathway Officer** – This is a new role to the performance department and will be responsible for the administrative and operational management of the development phase of player pathway, specifically the U21, U17 and Talent Centre programmes.
This role will be out for recruitment shortly.

4. Squad Team Management

Senior Squad

Head Coach	Sara Hale	Welsh Netball Member of Staff
Assistant Coach	Jenna Adamson	Volunteer
Assistant Coach	TBC – Appointing April 2020	Volunteer
Team Manager	Lavinia Baker	Volunteer

We will be moving to a combined U21 & U17 squad structure, to be named 'Wales Performance Academy.' See below the staffing structure and key timelines.

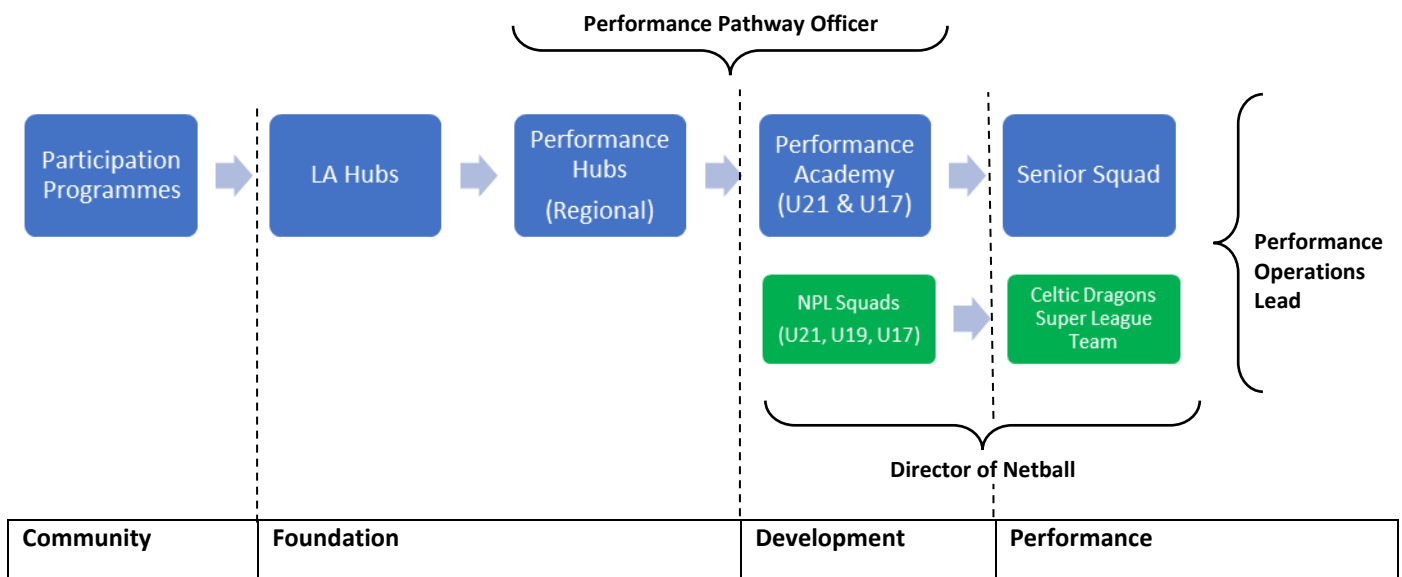
Role	Name	Role Type	Contract Renewal
Academy Head Coach		(To be appointed summer 2020)	
U21 Head Coach	Nikki Lloyd	(Volunteer)	September 2021
U21 Assistant Coach	Sarah Lewis	(Volunteer)	September 2021
U21 Team Manager	Louvain Lake	(Volunteer)	September 2021
U17 Head Coach	Rhian Davies	(Volunteer)	May 2021
U17 Assistant Coach	Emma Meredith	(Volunteer)	May 2021
U17 Assistant Coach	Jo Ricketts	(Volunteer)	
U17 Team Manager	Anni Williamson	(Volunteer)	May 2021

NB* With the introduction of an Academy Head Coach, this will see a reduction from two assistant coaches within the U17 squad down to one, with the Academy Head Coach acting as the third coach for both U21 & U17 representative teams at international competition (E.g. - Netball Europe & World Youth Cup).

5. Academy Head Coach – This new role will be appointed to oversee the U21 & U17 overall programme management in partnership with the age group head coaches. It will be a critical role in connecting players from the academy with the senior programme and be responsible for managing these transitions into, through and out of the academy.

We are continuing to find the best use of our limited resources in order to help drive more success on the court as a country and franchise. These changes along with the recent recruitment of the Wales head coach Sara Hale will look to drive continued success in alignment with our new strategic intent 2020 -2024 and really enable us to grow the game and inspire success

Player Pathway Diagram:



**Stages of player development*