



# PAY STRUCTURES



## NOVUS Pay Scale:

### **Trainee / Assistant Coach - £10.00 an hour**

Responsibilities:

- Assist in coaching activities
- Learn from experienced coaches
- Support team tasks and activities



### **Coach (Leading alone within a team) - £11.00 an hour**

Responsibilities:

- Lead coaching sessions independently
- Ensure smooth team operation



### **Lead Coach (first year) - £12.00**

Responsibilities:

- Lead coaching sessions with excellence
- Provide guidance and support to Coaches
- Assist with training new coaches



### **Lead Coach (passed 2 observations) - £13.50**

Responsibilities:

- Maintain high coaching standards
- Serve as a role model for Coaches
- Lead training and development initiatives
- Extra responsibility – Audits, Clubs, Lunchtimes



### **Team Leader (Team numbers 1-2) - £15.00**

Responsibilities:

- Oversee a team of 1-2 Coaches
- Ensure team efficiency and productivity
- Collaborate with management on team performance
- Link school SLT to NOVUS management

## NOVUS Pay Scale Continued:

### Team Leader (Team numbers 3+) - £16.00

Responsibilities:

- Manage a team of 3 or more Coaches
- Foster team cohesion and success
- Assist in recruitment and training of new Coaches



### Team Leader (2+ Schools) - £17.00

Responsibilities:

- Manage teams across multiple schools
- Coordinate and optimize resources
- Liaise with school leaders and NOVUS management



### Management Roles - Salaried

Responsibilities:

- Leadership and strategic planning
- Budget management
- Program development and oversight
- Team management and development
- School and stakeholder engagement
- Progression targets vary based on the specific role within the management hierarchy.
- Business Coaching

