

DERBYSHIRE

INSTITUTE OF SPORT

Strength and Conditioning Coach Job Description



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The Derbyshire Institute of Sport (DIS), based at Derby Arena, delivers high-performance sport science and support services to athletes, teams, and clubs striving for success. Since the London 2012 Olympic and Paralympic Games, DIS has built a reputation for innovative, athlete-centred support within a collaborative, multidisciplinary environment and has supported 20 athletes who have competed at the Olympic and Paralympic Games. Our integrated team works across disciplines to provide tailored, impactful solutions, driven by our core values of **CARE**, **PASSION**, and **INTEGRITY**. We are committed not only to performance outcomes, but to supporting the *person* behind the *performer*.

As part of the continued growth and development of the organisation, the DIS is seeking to expand its Strength and Conditioning team through the appointment of an experienced Strength and Conditioning Coach. This is an exciting opportunity for an experienced practitioner to play a key role within a collaborative high-performance environment, supporting athletes across a range of sports and performance pathways. The successful candidate will contribute to both the long-term physical development of talented young athletes and the preparation of athletes competing at national and international level. This role offers the opportunity to work with talented athletes across multiple sports within one of the region's leading multidisciplinary performance environments, helping to shape the next generation of national, Olympic and Paralympic performers.

Role Responsibilities

- Lead the design, delivery and evaluation of innovative, evidence-based strength and conditioning programmes that enhance athletic performance and support long-term athlete development across all Derbyshire Institute of Sport programmes.
- Deliver high-quality individual and group-based coaching, using athlete profiling, physical testing and performance monitoring to inform and continually refine training programmes.
- Work collaboratively within a multidisciplinary performance team, contributing to integrated athlete planning, performance reviews and return-to-performance processes.
- Build positive, professional relationships with athletes, parents, coaches and external stakeholders, providing outstanding athlete-centred support throughout the performance pathway.
- Contribute to the continued development of the Derbyshire Institute of Sport's strength and conditioning service through innovation, quality assurance and evidence-informed practice.
- Promote and uphold the highest standards of athlete welfare, safeguarding, equality, diversity and inclusion, while supporting the development of placement students and early-career practitioners where appropriate.
- Be accountable to the Head of Sport Science for the quality, impact and continuous improvement of the strength and conditioning service, ensuring delivery reflects the Derbyshire Institute of Sport's values of Care, Passion and Integrity.

Contract Type & Working Hours

This is a 0.4 FTE part-time position with flexible working hours determined by programme delivery requirements and athlete demand. The successful candidate will typically work across four evening sessions across the week and occasional weekend work to support athlete competitions, DIS events and other organisational activities.

Salary:

£26,000–£28,000 per annum (full-time equivalent), pro rata to 0.4 FTE (£10,400–£11,200 per annum). Salary will be commensurate with the successful candidate's qualifications, experience and demonstrated expertise.

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Role Requirements:

Skills & Knowledge
• Ability to design, deliver and evaluate high-quality, evidence-based strength and conditioning programmes that enhance athletic performance and support long-term athlete development. • Excellent applied knowledge of strength and conditioning principles, including force development, speed, power, movement competency, physical preparation and the use of athlete profiling and performance monitoring to inform coaching practice. • Outstanding coaching, communication and interpersonal skills, with the ability to build trust and effectively engage athletes, parents, coaches and multidisciplinary practitioners across a range of sports, ages and performance levels. • Strong organisational, planning and decision-making skills, with the ability to manage multiple priorities, adapt to changing demands and consistently deliver high-quality support across concurrent programmes. • Demonstrated ability to work collaboratively within a multidisciplinary performance environment, contributing positively to integrated athlete support and the continuous development of high-performance services.
Experience
• Significant applied experience delivering strength and conditioning support within performance sport. • Strong understanding of athlete development pathways, including Olympic and Paralympic systems. • Experience conducting athlete profiling, physical testing and performance monitoring to evaluate athlete development and inform programme design. • Experience supporting athletes competing within national talent pathways, with experience of Olympic and/or Paralympic performance pathways being advantageous. • Applied experience working in sport within a multi-disciplinary team.
Qualifications
• BSc (Hons) and MSc qualifications in Strength and Conditioning, Sport and Exercise Science, Sports Performance, or closely related disciplines – Essential. • UKSCA Accredited Strength & Conditioning Coach (ASCC) Status – Essential. • Applicants who are actively working towards UKSCA ASCC accreditation and can demonstrate significant applied experience within performance sport will also be considered. Successful applicants must achieve accreditation within six months of appointment. • Enhanced DBS check. • A commitment to continued professional development (CPD). • Full UK driving licence.
Personal Effectiveness
• A clear sense of purpose with the ability to contribute to a shared vision. • A genuine passion for coaching and supporting the long-term development of athletes. • Ability to build trust with athletes and positively influence coaches, parents and stakeholders. • High levels of self-awareness and emotional intelligence. • Ability to develop and maintain strong professional relationships. • Maintains the highest standards of professionalism, integrity and confidentiality. • A commitment to demonstrating the DIS values of Care, Passion and Integrity in everyday practice.

The Derbyshire Institute of Sport is committed to creating an inclusive working environment and welcomes applications from all suitably qualified individuals.

Application Process:

To apply, please send your CV and cover letter to **alex@derbyshireis.co.uk** by 23:59 on Sunday 23rd of August 2026. You will be notified if your application is successful and receive an invitation to interview by Wednesday the 26th of August.

Interview process:

Formal Interviews will take place the week commencing the 31st of August 2026 at Derby Arena. Interviews will consist of formal questioning followed by a practical strength and conditioning coaching assessment. More information will be provided following a successful application and invitation to interview.

Starting date:

The preferred starting date is the 21st of September 2026, although some flexibility may be available for the successful candidate.

Additional information:

The successful candidate will be required to complete an Enhanced DBS check and provide evidence of their right to work in the UK prior to commencing employment.