



CAMPBELL
COLLEGE

Est 1894

GRADUATE STRENGTH & CONDITIONING COACH

Information for applicants



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WELCOME TO CAMPBELL COLLEGE

Campbell College, located in the vibrant city of Belfast in Northern Ireland, is a leading HMC day and boarding school for boys aged 3-18. Founded in 1894, the original redbrick Victorian building sits peacefully in our stunning 100-acre woodland campus on the edge of the city.

Our campus is unrivalled by any other school in Northern Ireland: all facilities are on one site and we bring breadth to the education of our students within a secure environment.

Campbell College is an interdenominational voluntary grammar school. There are approximately 200 pupils in the Junior School and 1000 pupils aged 11–18 in the Middle and Senior Schools, of whom over 200 are in the Sixth Form.

The Boarding Department is a vibrant and expanding community at Campbell. With 150 Boarders hailing from over 30 different countries, the boarding family adds a unique international dimension to the College.



THE CAMPBELL STORY

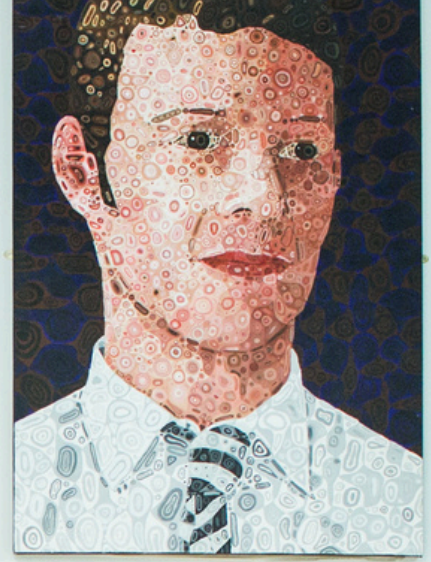
Campbell College first opened its doors in 1894 thanks to philanthropist Henry James Campbell and has been educating boys from all over the world ever since. The stunning 100 acre woodland campus sits on the edge of Belfast and the original redbrick Victorian building remains a striking centre piece of the College today.

Home to over 1200 boys aged 3-18, the College has added state of the art facilities throughout its existence but the ethos remains true to the intentions of its founder.

Respect, service and leadership. With a Kindergarten, Junior School, Senior School and a thriving international Boarding department the College represents one of the leading Boarding and Day Schools on the Island of Ireland.

Our motto Ne Obliviscaris is born out of a history of leadership and service reflected particularly during the two world wars and our Royal Charter status was presented in 1951 in honour of those we lost.

The diverse list of our [Old Campbellians](#) is a reflection of a College that truly celebrates the individual and our heritage is celebrated by Campbellians, old and new, across the world. **PAGE 5**





GRADUATE STRENGTH & CONDITIONING COACH WITH BOARDING DUTIES

Fixed Term (Graduate Role) from 26th August 2026 - 30th June 2027

The Role

Campbell College is seeking an enthusiastic and committed Graduate Strength & Conditioning Coach to support the physical development and wellbeing of our student-athletes, while also playing an active pastoral role within our boarding community. This is a fantastic opportunity for a recent graduate who is passionate about youth athletic development and keen to gain experience within a leading sports school environment.

The sports facilities at Campbell College rival those of any school in the UK and Ireland. With a state of the art sports centre and strength and conditioning suite, the programme of athletic development plays a key role across all the sports at the school. The College also has extensive outdoor sports facilities including; two Astroturf hockey pitches, nine rugby pitches, two football pitches, four cricket squares, six outdoor cricket nets, three indoor cricket nets, a cross country course, four tennis courts, a three hundred metre athletics track, three sports halls and an indoor climbing wall.

Campbell College has a strong record when it comes to the production of national performers in volleyball, athletics, hockey, rugby, football, and cricket, as well as success within regional and national level competitions. The school are the current Senior cup winners in Rugby, and U16 cup winners in football. In conjunction with the IFA, the school also assists in the development of the best young footballers from across Northern Ireland, who live and train at the school. The experience of this position will match many elite sports academy environments.

Main Duties and Responsibilities

The main responsibilities of this role include, but are not limited to:

Strength & Conditioning

- Plan and deliver age-appropriate strength and conditioning programmes for teams and individuals across a variety of sports.
- Support long-term athletic development and physical literacy initiatives from junior through senior levels.
- Assist with monitoring athlete progress, performance testing, and data management to inform coaching decisions.
- Collaborate closely with sports coaches, PE staff, and medical support to ensure cohesive performance pathways.
- Promote safe and effective training practices and contribute to injury prevention strategies.
- Assist in the delivery of GPS monitoring of training and matches for the 1st XV Senior Rugby team.

Boarding Duties

- Support the day-to-day life of the boarding community as a member of the residential team.
- Supervise and deliver a programme of activities during evenings and weekends.
- Build positive relationships with boarders and act as a role model for conduct, wellbeing, and academic focus.
- Assist with pastoral care by ensuring safeguarding, emotional support, and promoting a welcoming, inclusive atmosphere.
- Contribute to enrichment activities, trips, and wider boarding house life as required.

PERSONNEL SPECIFICATION FOR THE POST AND CRITERIA FOR THE APPOINTMENT

(A) ESSENTIAL CRITERIA

- A degree in Sport Science, S&C, or related discipline (or in the final stages of completion).
- A strong understanding of S&C principles for developing young athletes.
- Confident communication and the ability to motivate and support pupils of varying abilities.
- Team-focused attitude with a willingness to contribute broadly to school life.
- Flexibility to mornings before school, and evenings and weekends as part of a boarding rota.
- Hold a gym instructors qualification, and have experience in coaching/delivering exercise programmes to groups

(B) DESIRABLE CRITERIA

- Working toward UKSCA accreditation, or have undertaken UKSCA workshops.
- Experience in a school, academy, or youth development setting.
- First Aid qualification (or willingness to obtain).

Note : the selection panel reserves the right to enhance any or all of the essential and desirable criteria, should it consider it necessary to do so.





Terms and Conditions

What We Offer

- Valuable applied coaching experience and mentoring within a high-performance school environment.
- Support for ongoing professional development and accreditation.
- Accommodation provided and full board offered during term time.
- The opportunity to make a meaningful impact on young people's development both on and off the field.
- Salary plus accommodation and termly full board.

Equality

Campbell College is an Equal Opportunities employer and welcomes applications from all sectors of the community irrespective of their religion, politics, race, gender, sexual orientation or disability. All staff are required to comply with our Equal Opportunities Policy and each employee must make him/herself aware of their obligations. Managers/Supervisors have a responsibility to ensure compliance with this requirement.

Smoking and Health

Campbell College is a Smoke Free Organisation.

Health & Safety

All employees must comply with the School's various Health & Safety Policies and Procedures including all legislation and Codes of Practice.

Conduct

Staff must maintain high standards of personal accountability and abide by the Code of Business Conduct.

Performance

Employees are expected to demonstrate commitment to the School by ensuring regular attendance at work and efficient completion of duties.



Service Quality

Campbell College is committed to providing the highest possible quality of service to all pupils, teachers, visitors and clients. Members of staff are expected to provide a caring service and to treat those with whom they come into contact in a courteous and respectful manner at all times.

Records Management

All employees of the School are legally responsible for all records held, created or used as part of their business within the School including staff/client, corporate and administrative records whether paper based or electronic and also including emails.

All such records are public records and are accessible to the general public, with limited exceptions, under the Freedom of Information Act 2000, the Environmental Information Regulations 2004 and the Data Protection Act 1998. Employees are required to be conversant with the School's policy and procedures on records management and to seek advice if in doubt.

Access NI checks

This post will require an enhanced Access NI check before we can confirm an offer of employment.

Safeguarding guidelines

The post-holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom he or she are responsible, or with whom he or she come into contact, will be to adhere to and ensure compliance with our child protection policy statement at all times. If, in the course of carrying out the duties of the post, the post-holder becomes aware of any actual or potential risks to the safety or welfare of children at Campbell College they must report any concerns to our safeguarding designated person.

The Application Procedure

Interested applicants are requested to email a covering letter and CV to:

Mr Phil Greenwood

pgreenwood434@campbell.belfast.ni.sch.uk

The closing date for applications is **Friday 5th June at 12 noon.**

Candidates should note that failure or refusal on their part to agree to either a medical examination or a police and criminal records check, if one or both are required, will automatically disqualify them. An unsatisfactory medical report, if sought, and/or a negative police and criminal records check, if made, will also disqualify an applicant.

*All matters connected with this appointment will be dealt with in a strictly confidential manner.
Campbell College is an equal opportunities employer.*





CAMPBELL
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QUESTIONS? CONTACT US.

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