



## Senior Strength & Conditioning Coach

**Location:** Cardiff

**Hours:** Full-Time (35–40 per week)

**Base Salary:** £30,000

**OTE (On Target Earnings):** £37,500–£40,000+

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### About ION

ION is a high-standard coaching business with **two Strength & Conditioning facilities in Cardiff**, a growing **Corporate Wellness division**, and a dedicated **Youth Initiative programme** supporting young athletes across the city.

We pride ourselves on exceptional coaching standards, a motivating environment, and a team culture built on professionalism, growth, and community impact.

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### The Role

We are seeking an **outgoing, experienced Strength & Conditioning Coach with 3–5 years coaching experience**, who brings energy, high standards, and a genuine passion for helping people improve.

You will coach across a **diverse mix of clients** — youth athletes, general population, older adults, athletes, and sports teams — and play a key role in delivering our expanding youth programmes. With two facilities and multiple service areas, the role offers significant variety and scope for influence.

You will also contribute to our **leadership team**, supporting coaching standards, coach development, programming conversations, and helping shape a high-performance environment.

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## What We're Looking For

- Outgoing, energised coach with a deep passion for Strength & Conditioning
- Excellent people and communication skills
- Confident leading both groups and individuals
- **Experience working with youth athletes (essential)**
- Strong work ethic and reliability
- **Strong social media presence** and confidence in creating valuable content
- Growth mindset — committed to ongoing learning and development
- Full driving licence required
- Practices what you preach — role models healthy, active living

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## Leadership Expectations

- Lead by example in coaching standards and professionalism
- Support other coaches and contribute to a strong team culture
- Assist with programming and raising training standards across both sites
- Take ownership of specific coaching and operational areas
- Be proactive, consistent, and solution-focused

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## Qualifications

- **Your personality is your greatest qualification** — energy, empathy, communication and professionalism
- Relevant S&C qualifications (MSc, Undergraduate Degree, UKSCA Accreditation — others considered)
- **Minimum 3–5+ years coaching experience**
- Strong personal standards and genuine passion for the industry



## Key Responsibilities

- Deliver high-quality coaching across classes, semi-private, and 1:1 sessions
- **Lead and support our Youth Strength & Conditioning programmes**
- Build personalised and progressive training programmes
- Support members with basic nutrition and lifestyle guidance
- Track and adjust client programmes based on progress
- Communicate clearly with clients and staff
- Attend weekly **coach development and management meetings**
- Coach across both ION facilities when required

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## Hours & Compensation

- Full-time: **35–40 hours per week**
- Mix of **coaching, admin, coach development, and operational support**
- **Base Salary: £30,000**
- **OTE: £37,500–£40,000+** through PT, youth coaching, small-group coaching, fundamentals, workshops and corporate wellness
- Must be available for **early mornings, evenings, and weekends**

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## Benefits

- **Free Partner Membership** – Complimentary full ION membership
- **Increased Earning Potential** – PT, Small Group, Youth and Corporate coaching
- **Supportive Environment** – Positive, motivating team across both sites
- **Professional Development** – Coach development, mentorship and progression pathways
- **Coaching Uniform Provided** – Full professional kit supplied



## Our Expectations

- **Be Part of the Community** — coaches are expected to engage in classes and contribute to the ION environment, leading by example and building meaningful relationships with members.

## How to Apply

If you're passionate about coaching, youth development, and being part of a fast-growing performance environment, we'd love to hear from you.

Email your CV and Cover Letter to: [rob@ioncardiff.com](mailto:rob@ioncardiff.com) ➤

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