



# Academically Advanced Socially Progressive

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## Physical Performance Coach (0.5 FTE)

<b>Department</b>	Strathclyde Sport ( <a href="http://www.strath.ac.uk/strathclydesport/">www.strath.ac.uk/strathclydesport/</a> )		
<b>Staff Category</b>	Administrative and Professional	<b>Reference No</b>	787399
<b>Reports To</b>	Lead Physical Performance Coach		
<b>Salary Range</b>	£26093 - £27319 pro rata (plus 5% Non-Standard Working Hours Allowance)	<b>Grade</b>	4
<b>FTE</b>	23.5 hours/week term time, 5 hours/week during summer	<b>Contract Type</b>	Open Contract
<b>Working Arrangements</b>	Fully On-site. Due to the nature of this role, it is based fully on-site.		
<b>Work Location</b>	Strathclyde Sport		

**To apply, please use the following link:**

<https://strathvacancies.engageats.co.uk/Vacancies/W/5665/0/463452/15019/physical-performance-coach-787399>

# Job Advert

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Working as part of the multidisciplinary Performance Sport Team, the post-holder will provide strength and conditioning (S&C) coaching services to identified external partners, and University of Strathclyde **FOCUSport** Clubs and Performance Sport Scholars. This will be an annualised contract, weighted more heavily towards term-time, with less weighting during summer months.

The successful candidate will be a passionate, enthusiastic and committed practitioner who has aspirations of delivering World-Class S&C services. Furthermore, you will be degree qualified in a Sport Science discipline with experience of coaching gym- and 'field'- based S&C services.

## Job Description

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### Brief Outline of Job:

The role will support Strathclyde Sport's strategic objectives to achieve greater year-on-year success in BUCS competitions whilst supporting the development of individual athletes through practical delivery of S&C services to external partners, and University of Strathclyde **FOCUSport** Clubs and Performance Sport Scholars. Whilst not exhaustive, this will include the enhancement of athletes' strength, power, speed, agility and endurance whilst simultaneously reducing the volume of training days lost through injuries.

The post holder must be willing to work early morning and evenings during selected periods of the year.

### Main Activities/Responsibilities:

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1. Coach evidence-based S&C programmes to external partners, and University **FOCUSport** Clubs and Performance Sport Scholars
2. Periodically profile athletes through conducting a sport-specific battery of valid and reliable athletic assessments
3. In conjunction with the Lead Physical Performance Coach, adapt S&C programmes to enable injured athletes to perform modified training
4. Work effectively as part of a multidisciplinary team to foster a high-performance culture and training environment
5. Document and maintain a comprehensive record of programmes delivered to athletes
6. Maintain an up-to-date database which enables longitudinal athlete tracking and allows performance impact to be reviewed
7. Build and maintain positive, open and honest relationships with athletes, coaches, practitioners and external partners
8. Support relevant innovation and applied research projects which aim to develop new knowledge in the field of sports science and medicine, or help to manufacture resources which enhance the decision making processes within the applied environment
9. Actively promote adherence to UK Anti-Doping (UKAD) guidelines

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10. Develop and maintain an extensive professional network with individuals out-with Strathclyde Sport with whom to share and proactively develop best practice
11. Contribute to in-service professional development workshops and the development of resources to support knowledge dissemination to colleagues
12. Perform any other reasonable duties requested by Senior Practitioners or Management which are in-line with the grade of this role

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## Person Specification

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### Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

	Essential/ Desirable
E1 Relevant academic qualification (HNC/HND), or if no qualification is held, significant relevant work experience of applied high performance sport service delivery	Essential
D1 Undergraduate degree in Sport Science or related degree	Desirable
D2 UKSCA accreditation or the ability to achieve accreditation within 6-months	Desirable
E2 UKCC Level 1 Award in Coaching Weightlifting / IRB S&C Level 1 / NSCA or ASCA Accreditation (if currently not UKSCA Accredited)	Essential
D3 A current emergency first aid or basic life support qualification from a recognised organisation	Desirable

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### Experience

E3 Experience of providing S&C services to athletes to improve performance against agreed performance targets	Essential
E4 Experience of assisting the provision of S&C services in a high-performance sport environment	Essential
D4 Track record of integrating into pre-established multidisciplinary teams	Desirable
D5 Experience of working in a HE sporting environment and an understanding of the BUCS and SSS competition structures	Desirable
D6 Experience of competing as a competitive Weightlifter, Powerlifter, Track or Field Athlete or Gymnast	Desirable

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### Job Related Skills and Achievements

E5 Proficient in data collection, analysis and visualisation of results using appropriate hardware and software	Essential
D7 Knowledge and understanding of Health and Safety Legislation	Desirable
D8 Experience with training programme distribution software (e.g. TeamBuildr)	Desirable

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### Personal Attributes

E6 An ability to energise, motivate and inspire athletes	Essential
E7 Excellent communication and interpersonal skills	Essential
E8 Hardworking and perseverant	Essential
E9 Discrete with confidential information	Essential

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E10 Ambitious	Essential
E11 Conscientious	Essential
E12 Receptive to feedback	Essential
E13 Committed to professional development	Essential
<b>Other Relevant Factors</b>	
E14 Willing to work early mornings and evenings to meet the needs of dual career student-athletes	Essential

## Application Procedure

Applicants should visit Strathclyde's vacancies portal and complete an online application form including the name of two referees who will be contacted without further permission, unless you indicate you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

University of Strathclyde encourages the recruitment of disabled and neurodivergent candidates. If you need any reasonable adjustments during the recruitment process, please let us know. You are welcome to submit a paper application or a CV instead of the online application form by contacting us at [humanresources@strath.ac.uk](mailto:humanresources@strath.ac.uk).

## Interviews

Formal interviews for this post will be held on Wednesday, 25 February 2026

The University is a Disability Confident Employer and operates a guaranteed interview scheme for disabled candidates who meet all the essential criteria for the post that they are applying for.

## Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Milan Marinkovic, Lead Physical Performance Coach (milan.marinkovic@strath.ac.uk).

## Conditions of Employment

Conditions of employment relating to the Administrative and Professional staff category can be found at: [Conditions of Employment](#).

## Rewards and Benefits

Our comprehensive benefits package, including generous annual leave, family-friendly benefits, flexible work options, and a commitment to continuous learning, reflects our appreciation for the valuable contributions of our colleagues.

We understand that each staff member has unique priorities and lifestyles, so our diverse benefits ensure there is something for everyone, details of which can be found on our [Rewards and Benefits webpage](#).

- **Financial Rewards:** We provide attractive financial packages, including competitive salaries, relocation support for employees and a generous pension scheme, with university contributions of 14.5%.
- **Work-Life Balance:** We are dedicated to enhancing healthy work-life balance for our employees. We offer generous annual leave, an additional annual leave purchase option, flexible and agile work arrangements.
  - Annual Leave: Generous entitlement of 31 days, in addition to 11 public holidays and University closure days.
  - Additional annual leave purchase: Option to request purchase of 2 weeks' additional annual leave per year.
  - Flexible and agile working: The University provides flexible work arrangements. You can request arrangements that fit you and your role, such as hybrid, part-time, compressed hours, term-time, adjusted shifts, staggered hours. These requests can be made from the first day of your employment.
- **Family Friendly Benefits:** We offer a variety of enhanced family-friendly benefits to support our employees in balancing work and family responsibilities. These include Maternity Leave, Paternity/Maternity Support, Adoption Leave, Shared Parental Leave, Parental Leave, Carers Leave and support, Family Friendly Research & Scholarship Leave, and access to our on-campus nursery.
- **Career Development:** Our commitment to personal development is reflected in initiatives such as professional courses, subsidised educational programs, coaching and mentoring, leadership development, secondment opportunities, and access to our library.
- **Health & Wellbeing:** We place high importance on the safety, wellbeing, and health of all our staff and offer discounted Strathclyde Sport membership, an Employee Assistance Programme (EAP), Occupational Health Service, and Cycle to Work scheme.
- **Recognition Awards:** At Strathclyde, we place a strong emphasis on acknowledging and rewarding our staff's commitment and exceptional contributions. This is demonstrated through our Long-Service Awards and our Values-based Strathclyde Medals.

## Pre-Placement Health Screening

If you are offered a job with us, you'll be encouraged to let us know about any disability, medical condition, or neurodivergence you have by completing a confidential pre-placement health questionnaire. Completing the questionnaire is entirely voluntary but by doing so we can put in place the right support and make any reasonable adjustments before you start.

## Probation

Where applicable, the successful applicant will be required to serve a 6 month probationary period.

## Pension

The successful applicant will be eligible to join Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

## Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the [Relocation Policy](#).

## Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our [equality, diversity and inclusion charters, initiatives, groups and networks](#).

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

The University currently holds an Athena Swan **Silver award**, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.

## University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

In delivering **our People Strategy**, we will contribute, act, and make decisions guided by these values.

- **People-oriented:** committed to our staff and students, providing opportunities, and investing in their development.
- **Bold:** confident and challenging in what we do, and supportive of embracing appropriate and managed risk in our decision-making.
- **Innovative:** focused on discovering and applying knowledge with impact and encouraging creative thinking and new ideas.
- **Collaborative:** working together, with our colleagues and external partners, with integrity and in an open, respectful way.
- **Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.



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