

GRADUATE STRENGTH AND CONDITIONING COACH

REQ250003

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Job Description

Job Grade: Operational Services Grade 4 (OP4)

Job Purpose: To deliver Strength and Conditioning support to help optimise the physical preparedness of multi-sport athletes for competition performance.

Main roles and responsibilities:

With direction and guidance from Senior Strength and Conditioning Coach:

- Work closely with programmes, support staff and technical coaches to help achieve performance goals by providing complimentary Strength and Conditioning support to Loughborough University students and external clients as required
- Work effectively as part of an aligned interdisciplinary team to help ensure optimal holistic athlete preparedness.
- Engage in effective coaching that is underpinned by sound scientific evidence and practice based rationale. Utilising effective performance monitoring and planning to bring the program to life.
- Actively participate in regular internal and external practitioner learning and development and special projects.
- Database and track, athlete key physical performance training indicators to inform future training direction.

Practice within the rules of the UK Strength and Conditioning Association Professional Code of Conduct, Standards and Guidelines including promoting adherence to ethical guidelines and regulations with regard to drugs and doping in sport.
- The above is not an exhaustive list and roles and responsibilities may be added at the discretion of the Senior Strength and Conditioning Coach, which are commensurate with the grade.

Points To Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

Special Conditions

It may be necessary to work outside normal working hours, including evenings, weekends and bank holidays. Also, work schedules may be subject to change at short notice due to the dynamic nature of the environment. As such this role qualifies for a flexibility allowance of 7.5%.

Coaches may be expected to work with young people in which case a satisfactory disclosure statement will be required, (see <http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/>) for more details.

Successful completion of probation will be dependent on attendance at the University's mandatory training courses which include Belonging and Inclusion and, where appropriate, Recruitment and Selection.

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the commitment to the University's Equity, Diversity, and Inclusion policies at all times.

Organisational Responsibility

Reports to the Senior Strength and Conditioning Coach

Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

Essential Criteria

Area	Criteria	Stage	
Experience	Experience practicing as a Strength and Conditioning coach, developing athlete physical preparedness for performance.	1,3	
	Basic experience of analysing the demands of sports and defining and implementing a Strength and Conditioning strategy to support performance outcomes.	1,3	
	Experience of working as part of a Strength and Conditioning team.	1,3	
	Experience of working with sports coaches and members of an IDT to promote performance outcomes.	1,3	
	Demonstrable record of applied Strength and Conditioning continuous professional development.	1,3	
Skills and abilities	Ability to identify key areas of focus, pertaining to Strength and Conditioning, for sports performance and translate into effective operational delivery in terms of planning, performance monitoring and coaching.	3	
	Competent at coaching Strength and Conditioning programmes, that are underpinned by sound scientific evidence.	1,3	
	The ability to monitor key physical performance tests, that relate to the sporting demands.	1,3	
	Effectively plan and program for athletes based of relevant testing data.	1,3	
	Basic knowledge of other support services and their interplay with Strength and Conditioning within a IDT.	1,3	
	Aware of coaching styles that meet the demands of a diverse athlete population.	3	
	Strong listening and communication skills.	3	
	Self awareness and basic conflict resolution skills.	3	
	Effective at delivering information to positively affect player and/or coach behaviour.	3	
	Possess an inquisitive mind-set and thirst to learn and develop.	1,3	
	Ability to prioritise time to optimise impact and work effectively either independently or as part of a team.	1,3	
	Effective at fostering professional relationships with relevant parties to promote cross pollination.	1,3	
	Qualifications	A qualification at degree level in Sports Science or similar subject.	1
		Recognised Strength and Conditioning qualification (or ability to obtain within 12 months) and evidence of continual professional development in this discipline.	1,3

Training	Willingness to update First Aid and Health and Safety requirements and undertake further training as required. Maintain Accreditation with UKSCA.	3
	Interest in collaborating on relevant applied research with the School of Sports, Exercise and Health Sciences.	3
Other	A thorough understanding of Health and Safety policies and procedures.	1,3
	Willingness to work irregular and unsociable hours as necessary.	1,3
	Willingness to travel within the region and throughout England including occasional overnight stays.	3
	Commitment to observing the University's Equal Opportunities policy at all times.	3
	To provide a satisfactory disclosure statement (see http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/ for more details).	3

Desirable Criteria

Area	Criteria	Stage
Experience	Experience practicing Strength and Conditioning in a multi-sport environment with highly competing demands.	1,3
	Experience Working with Para Sport.	1
	Experience of working with a diverse range of athletes, both professional and student background.	1
Qualifications	A qualification at higher degree level specialising in physical preparation of athletes.	1
	UKSCA Accreditation.	1
Other	A thorough knowledge and understanding of the UK Sport Statement of Anti-Doping Policy, IOC Doping List and Doping Rules of Sport.	1,3

Conditions of Service

Salary will be on [Operational Services Grade 4](#), at a starting salary to be confirmed on offer of appointment. In addition, this role has a 7.5% flexibility allowance.

The appointment will be subject to the University's normal Terms and Conditions of Employment for grades 1 to 5 staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>)

In addition, the University is supportive, wherever possible, of flexible working arrangements.

We also strive to create a culture that supports equity and celebrates diversity and inclusion throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>