

Role Description and Person Specification

Role title:	Strength & Conditioning Coach
Salary:	£30,000 per annum
Location:	Scotland
Reports to:	Head of Sport Science and Medicine/Chief Medical Officer
Term:	Initially a one year fixed term appointment, subject to review

Cricket Scotland have an exciting opportunity for a Strength & Conditioning Coach to work with our senior high-performance teams.

As the national governing body for cricket in Scotland, we deliver the game from grassroots to international level, and our national teams compete on the global stage. We are looking for an ambitious and highly capable Strength and Conditioning Coach to drive forward our senior high performance team's physical preparation and through upcoming ICC global qualification events and tournaments.

Who are we?

Cricket Scotland is the national governing body for the sport of cricket in Scotland. We are responsible for organising and developing the game at every level – from grassroots participation to elite international competition. Our primary goal is to promote and enhance the growth of cricket in Scotland, both in terms of player development and the overall popularity of the sport. Our four-year strategy, *Uniting People and Communities through Cricket (2024–2028)*, is underpinned by our values and sets out a clear vision for the future of the game.

Cricket has a long history in Scotland, with records dating back to the 18th century, and Scotland became an Associate Member of the International Cricket Council (ICC) in 1994.

The Scotland men's and women's national teams regularly compete in international tournaments, achieving notable successes with memorable victories against higher-ranked teams and strong performances in global competitions. These achievements have raised the profile of cricket in Scotland and inspired more young people to take up the sport. Success at senior level has been matched by the men's and women's U19 teams, who have consistently qualified for ICC World Cups.

Alongside international success, Cricket Scotland is committed to developing cricket at grassroots level. We support and organise leagues, tournaments and coaching programmes across the country to grow participation, identify talent, and provide the training and resources needed for players to progress in the game.

Why join us?

This is a key role at a pivotal time for Cricket Scotland. With qualification for the 2026 ICC Women's T20 World Cup, 2027 ICC Men's Cricket World Cup and the 2028 ICC Men's T20 World Cup central to our strategy to deliver sustainable success on the pitch, the lead Strength and Conditioning Coach will play an important part in working closely with coaching staff and supporting our players physical development and performance readiness, thus contributing to Scotland's success on the international stage.

You will support and deliver specialist physical prep input to our senior high-performance players and contribute to the continuous development of players through alignment with our high-performance pathways.

This is an exciting time for Cricket Scotland to move forward as an organisation to deliver our vision to unite people and communities through cricket. Looking ahead, Scotland will co-host the ICC Men's T20 World Cup in 2030 alongside England and Ireland.

Role Overview

Scotland Women have recently competed in the ICC Emerging Nations Trophy in Thailand and sit with a world ranking of 11 in T20 international cricket and 12 in ODI cricket. They will compete in the ICC Women's T20 World Cup Qualifier in Nepal in January 2026.

Scotland Men are currently in second place on the ICC Cricket World Cup League 2 table and competing for qualification to the 2027 ICC Cricket World Cup in Namibia, South Africa, and Zimbabwe. The CWCL2 campaign resumes in March 2026 with decisive series taking place in Namibia, Nepal, and Scotland across the year.

This role is a unique opportunity to lead the physical prep of Scotland teams to best prepare them for qualification events, ICC global tournaments, and make a lasting impact on the development and success of players within a high-performance environment.

Key responsibilities within the role include:

- Lead physical preparation and programming of Scotland teams across all formats of the game, ensuring readiness to compete successfully against all ICC member nations.
- Work as part of a multi-disciplinary team to drive forward physical and athletic standards to meet Cricket Scotland's world class strategic and performance objectives.
- Reporting to the Head of Sport Science & Medicine and coaching staff and collaborate with consultant specialists to ensure the playing squads have integrated physical preparation plans that align with the technical and mental elements of their roles.
- Work proactively with the Head of Sport Science and Medicine and Performance Operations Manager to carry out operational planning, logistics and ensure the organisation is well resourced to deliver physical prep support nationwide across our squads.
- Build and sustain a high-performance culture that reflects Cricket Scotland's values, fosters inclusivity, and supports the development of players on and off the field.
- Leverage data, technology, and performance analysis, working closely with the performance analyst and coaching team to integrate insights into team physical preparation and player development.
- Contribute to the broader performance pathway by engaging with pathway programme staff and helping aid alignment of physical prep throughout the organisation to further support emerging talent and enable transition to senior international cricket.

Person Specification

To be considered for this opportunity, you should be able to demonstrate the following skills, experience and knowledge:

Essential

- An undergraduate degree in Sports Science or Strength and Conditioning.
- A minimum of one to two years' experience working as a Strength and Conditioning Coach.
- A current First Aid qualification.
- Evidence of ongoing continuing professional development.

Desirable

- A postgraduate qualification in Sports Science or Strength and Conditioning.
- United Kingdom Strength and Conditioning Association accreditation, or the ability to achieve this within six to twelve months.
- International Society for the Advancement of Kinanthropometry Level 1 Accreditation.
- Previous experience working with high-performance athletic groups or environments.

Specific Knowledge and Skills

- A sound understanding of the physical demands of cricket and its associated injury profile.
- Experience of supporting the athletic development of players at various stages.
- Knowledge and understanding of workload management principles.
- Strong competence in injury prevention, physical preparation and rehabilitation of high-performance athletes.
- Appropriate knowledge of concussion and its management.
- The ability to work collaboratively within a wider management and coaching team, contributing to overall player wellbeing.
- An appreciation of the differing approaches required when working with male and female athletes.
- Excellent interpersonal and communication skills, both written and verbal.
- Strong digital literacy, including proficiency in information technology systems, online data platforms, athlete management systems and performance analysis software (for example, Teambuilder, Catapult and Hudl/Titan Global Positioning System systems).

Personal Attributes, Aptitudes and Abilities

- A commitment to role-modelling values and behaviours aligned with a high-performance lifestyle.
- Excellent communication and interpersonal skills.
- A commitment to equal opportunities and working towards recognised equality standards.
- Flexibility to work extended hours, including evenings, weekends and bank holidays.
- A positive attitude with initiative, focus and drive.
- Strong attention to detail and effective planning skills.
- Patience and an organised, methodical approach to problem-solving.
- The ability to work independently and perform effectively under pressure.
- A growth-mindset approach, with the ability to adapt and remain resourceful in a high-performance environment.
- The ability to work collaboratively within a team and contribute to the success of both the team and the organisation.
- The ability to build effective working relationships across all departments and personnel within Cricket Scotland.
- A passion for developing players in preparation for elite cricket performance.
- A consistent commitment to contributing positively to a welcoming and supportive working environment.
- A willingness to work in line with Cricket Scotland's standards, and to adhere to all formal rules, regulations, policies and procedures.

Place of Work

This role is based in Scotland, and the successful candidate will be required to live and work here for the duration of the contract. You must be available to attend training sessions, camps, and meetings as required. The role also involves regular international travel to support series, tournaments, and qualification events.

Hours of Work

You will work an average of 37.5 hours per week within this role.

While standard office hours are Monday to Friday, 9am–5pm, the nature of the role requires a high degree of flexibility. Evening and weekend working will be required to support training, competition, and wider performance demands. Working days and hours should be arranged in line with the needs of the team and the performance schedule.

Why Work for Cricket Scotland?

At Cricket Scotland, you'll be part of a passionate and purpose-driven team committed to growing the game, inspiring communities, and creating a more inclusive future for sport. We value collaboration, innovation, and the wellbeing of everyone who works with us.

When you join our team, you'll enjoy:

- 35.5 days' holiday each year (including public holidays)
- Enhanced sick pay provisions
- Salary sacrifice schemes for cycle-to-work, home, and tech purchases, with savings of up to around 8% on a wide range of items
- A Health Cash Plan, giving you money back on everyday health costs like dental, optical, and physiotherapy treatments
- Access to 24/7 counselling and wellbeing support, plus online GP appointments
- Mental Health First Aiders and an Employee Assistance Programme for confidential help whenever you need it

Our Commitment to Inclusion

Cricket Scotland is committed to creating a diverse and inclusive organisation that reflects the communities we serve. We actively welcome applications from individuals of all backgrounds, cultures, identities and experiences. We believe that diversity of thought and lived experience strengthens our leadership and helps us better deliver our vision and strategy for the future of Scottish Cricket.

Our Values

Our core values are central to everything we do. They describe what is important to us, how we will work together to achieve our goals, and the behaviours we look for – and those we discourage – in our interactions with each other.

- We are proud to be **diverse**, committed to being **inclusive** and **welcoming**.
- We are **transparent** and **accountable** to ourselves and our sport.
- We ensure **people are central** to everything we do.
- We are **bold** and **brave** to drive the sport forward.
- We always remember cricket should be **enjoyable for all**.

Application Process

To apply for this opportunity please select click [**HERE**](#) and head to our recruitment portal, where you will be asked to initially provide your personal details, and then to upload a copy of your CV and a cover letter that shows your interest in this opportunity, and what you will bring to this role.

The closing date for the post is **19 December 2025**.