



## JOB DESCRIPTION

<b>Job Title:</b>	Academy Head & Performance Coach
<b>Location:</b>	Strive Health Club, St Peter, Jersey
<b>Reports To:</b>	General Manager
<b>Salary:</b>	Negotiable
<b>Type:</b>	Full-time, Permanent (or Job Share Optional)
<b>Jersey Housing:</b>	A housing licence may be available, subject to approval by Population Office

## About Us

We are a premium gym, and health destination offering an exceptional experience across health, sport, performance, and wellbeing — where people of all ages and abilities are empowered to thrive through expert training, fitness and medical care and recovery programmes.

Our club also includes a respected sports Academy focused on providing elite athlete pathways and serving sports clubs and local schools.

Our mission is to inspire healthy lifestyles and create a vibrant, inclusive community.

## Role Summary

We are seeking a passionate and driven Academy Head & Performance Coach to lead the delivery and development of elite athletic performance programmes for a wide variety of individuals and sports clubs. This including leading our Strive Academy youth athletic development and schools programme. This individual will be responsible for working with management in designing, implementing, and overseeing progressive and elite training programmes, maintaining key partnerships, and ensuring all safeguarding and welfare protocols are adhered to.

Working collaboratively with multidisciplinary professionals and representing Strive in the wider community, upholding our values of performance excellence, integrity, and inclusivity is key.

This role requires flexibility to work evenings and occasional weekends based on programme and athlete needs, together with providing cover in the Health Club when needed.

## Key Responsibilities

### Programme Development & Delivery

Design and implement age-appropriate, sport-specific strength & conditioning programmes for:

- Elite pathway athletes

- Athletes with disabilities
- Sports clubs and school groups
- Deliver specialist and high-quality 1:1 and group coaching sessions, ensuring engagement, progression, and safety.
- Oversee athlete profiling, physical testing, and progress monitoring.

### **Liaison & Relationship Management**

- Act as the primary point of contact for individual athletes, sports teams, clubs and schools.
- Build and maintain strong working relationships with sporting organisations and educational institutions.
- Work alongside internal teams and Academy trustees to align coaching programmes with facility offerings and brand ethos.

### **Compliance & Welfare**

- Maintain and ensure up-to-date DBS checks, safeguarding qualifications, and first aid certification for yourself and any junior staff or interns under your supervision.
- Ensure best practices in athlete welfare, health and safety, and safeguarding are followed at all times.

### **Collaboration & Integration**

- Day-to-day management of employed and self-employed staff servicing the Academy, ensuring effective delivery through leadership, support, and ongoing development.
- Collaborate with the Academy facilities management team to ensure the facilities are maintained in clean and good working order at all times.
- Support the recruitment of qualified coaches within the gym and the Academy, where needed, including overseeing their training, program design, overall performance, and assisting with broader staff recruitment efforts.
- Support the maintenance of accurate HR and other records and contribute to updating internal policies and procedures in line with organisational growth and evolving best practices.
- Collaborate with physiotherapists, sports therapists, and other medical professionals to:-
  - Develop and execute rehabilitation and return-to-play programmes.
  - Conduct movement screening, performance profiling, and re-testing protocols.
  - Actively participate in multidisciplinary team meetings and athlete case reviews.

### **Business & Development**

- Support in identifying, developing and procuring sponsorship and funding opportunities the Academy and the athletes it serves.
- Contribute to marketing, community outreach, and event delivery to increase engagement and programme visibility.
- Assist in mentoring and developing junior coaching staff or interns.

## **Key Qualifications, Skills & Experience Required**

### **Essential Qualifications & Experience**

- Degree (or equivalent) in Sport Science, Strength & Conditioning, or a related field.
- UKSCA, NSCA-CSCS or equivalent accreditation.
- Proven experience designing and delivering performance training for youth and/or athletes.
- First Aid at Work certification.
- Enhanced DBS clearance.

### **Desirable**

- Desire or experience working with athletes of all abilities, including those with disabilities or adaptive programmes.
- Background in elite sports environments and multi-sport coaching.
- Knowledge of performance technology (e.g. Force Plates, GPS, timing gates).

### **Skills & Attributes**

- Passionate, energetic, and approachable with strong interpersonal and motivational skills.
- Excellent organisational and time management skills.
- Professional communication skills with a client and community-first mindset.
- Adaptable coaching style suitable for all levels and abilities.
- Collaborative and eager to work within a multidisciplinary performance team.

## **What We Offer**

- Competitive base salary.
- Access to world-class facilities and professional development opportunities.
- Work alongside top-tier coaches, therapists and performance staff.
- Opportunity to shape the future of youth and performance sport in Jersey.
- A supportive, collaborative and dynamic working environment.
- Complimentary membership to the club and access to facilities.

## Vision, Mission and Values

### Vision

To be the most inspiring and inclusive destination for health, sport, performance, and wellbeing — where people of all ages and abilities are empowered to thrive through expert training, fitness, medical care and recovery programmes.

### Mission

We combine health, performance, and lifestyle in a cohesive and purpose-driven environment.

We are committed to delivering an exceptional experience through:-

- Premium health, fitness and wellness facilities.
- Personalised training, education, nutrition, and recovery programmes.
- Integrated, specialised medical services.
- A dynamic community sports academy that nurtures talent and broadens access to sport and movement for all.
- A welcoming, community-driven environment.

### Values

**Excellence:** We deliver the highest standards in coaching, sport and fitness services, and medical care— combining performance, recovery, and medical insight.

**Integrity:** We act with honesty and professionalism, always putting the wellbeing of our members and community first.

**Community:** We foster inclusion and connection, supporting local groups, schools, and individuals of all abilities, while promoting long-term social and environmental sustainability.

**Innovation:** We embrace innovation by integrating cutting-edge technologies, state-of-the-art testing equipment, and advanced treatment methods to remain at the forefront of fitness, health, and sports medicine.

**Wellbeing:** We take a holistic approach — combining training, nutrition, recovery, and clinical services to help people feel and perform at their best.