

## **HEAD OF STRENGTH & CONDITIONING SERVICES (PERFORMANCE SPORT)**

**Job Ref: REQ17577**

**As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.**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:** Management & Specialist Grade 7

**Job Purpose:** To lead the development of the Strength and Conditioning (S&C) Service that delivers to Loughborough Student Performance Sport Athletes, supports applied experience to SSEHS students and services targeted high profile athletes or professional teams in order to raise the profile of Loughborough Sport.

To be responsible for the development of new systems and procedures designed to professionalise and develop the service. To work with National Governing Bodies (NGBs), the English Institute of Sport (EIS), and SSEHS to create a unique high performance practitioner development pathway.

To contribute to the integration between the Sports Development Centre and School of Sport, Exercise & Health Sciences (SSEHS) to ensure that the professional and practical work of the Sports Development Centre enhances the vocational relevance of teaching programmes wherever appropriate.

Become a technical figurehead for Strength and Conditioning at Loughborough University through high quality relationships and representation on a national stage at conferences and on committees.

### **Job Duties**

To lead a team of performance sport staff (SDC), student athletes and SSEHS colleagues to improve performance and student experience through developing, implementing and evaluating strength and conditioning programmes that reflect scientific principles as they relate to adaptation, periodisation, peaking, tapering and injury rehabilitation.

- Provide high level technical leadership, coaching and mentoring support to members of the Strength and Conditioning discipline within Loughborough University.
- To line manage Strength and Conditioning coaches and other service providers (students, contractors etc.) including taking responsibility for developing technical knowledge and the broader professional development of the team.. Set challenging and robust technical objectives, regularly monitor team performance, co-ordinate and lead CPD activities and conduct individual performance reviews.
- Through professional judgement and political awareness to be able to influence key internal and external partners to positively affect the student experience in relation to sport / strength and conditioning services.
- Contribute to, attend and provide regular reports at appropriate meetings associated with the programme and to key stakeholders including colleagues from the SDC, SSEHS, EIS and NGB staff.

- Provide technical support and guidance within S&C recruitment, HR matters, staffing and scheduling tasks.
- Support the operational manager in the development of the highly complex operational strength and conditioning service model and facility provision.
- To be an active member of the Performance Sport Management Team, contributing to developing policy and process, multi-disciplinary team working and the effective promotion of the services
- Ensure that the delivery of the strength and conditioning service effectively meets its commitments to athletes and coaches including appropriate training objectives.
- Work with coaches and support staff to deliver an interdisciplinary approach to performance development. Establish and develop 'value adding' and 'add-on' services through building partnerships and utilising strategic relationships with key stakeholders. This will involve marketing the service as required to generate the income necessary to achieve agreed income targets.
- To work hand in glove with the relevant staff in the SSEHS to develop the concept, and ultimately deliver the S&C aspects of the Centre for Applied Sports Science – the joint academic venture between the SSEHS and SDC to ensure students receive a unique applied experience in conjunction to their academic course.
- To investigate, obtain, and maintain, appropriate professional / national accreditation for the facility and staff (e.g. UKSCA, BASES, BAWLA, NCSA, ACSM etc.) and to link with these associations to raise the profile of the university through working in tandem where appropriate.
- Work within the rules of professional confidentiality, liaise with athletes, primary care managers, parents, coaches and other support staff as appropriate within the rules of the UKSCA Code of Conduct, standards and guidelines and Loughborough University.
- To promote adherence to ethical guidelines and regulations with regard to drugs and doping in sport, in line with UK Anti-Doping (UKAD) guidelines and the Loughborough University 'Clean Sport' commitment.
- Where appropriate identify and facilitate appropriate communication methods, including workshops, to inform and educate athletes, coaches and students in the effective use of strength and conditioning
- Ensure a comprehensive, indexed database of work conducted with athletes and coaches is maintained.
- To manage and monitor the resource / budget and contribute to the future planning for the S&C service.
- To encourage opportunities to publicise activities of the University, raising the national and international profile of LU as a leading centre for performance sport and coaching.
- To write and deliver conditioning programmes to a variety of client groups as required.
- Any other duties commensurate with the grade of the post.

### **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**

The post will require working in the evenings, weekends and on bank holidays and University closure days when required.

Staff are required to wear SDC designated uniform whilst on duty.

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 University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

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

### **Organisational Responsibility**

Reports to the Head of Performance Sport Services.

Responsible for all Strength & Conditioning practitioners, interns and placement students.

## 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 |
|-------------------------------------|---|-------|
| <b>Experience</b>                   | Significant experience of working as a coach or applied sports scientist with High Performance Athletes.  | 1,3   |
|                                     | Experience of working with a sport National Governing Body or the English Institute of Sport.   | 1,3   |
|                                     | Previous experience of staff management and supervision.  | 1,3   |
|                                     | Experience of working in an interdisciplinary team of service providers (coach, physio, sports massage, medic, etc.)  | 1,3   |
| <b>Education and Qualifications</b> | Educated to post graduate level or appropriate equivalent experience.   | 1,2,3 |
|                                     | Appropriate UKSCA accreditation and competent to carry out and/or supervise staff in the instruction of individuals in all aspects of strength and conditioning and the prescription of sport specific, periodised programmes for all level of clients. | 1     |
|                                     | A valid first aid certificate.  | 1,3   |
| <b>Skills and abilities</b>         | Excellent communication skills (both written and oral.)   | 1,3   |
|                                     | IT presentation skills – Powerpoint.  | 1     |
|                                     | Excellent organisational and time management skills.  | 1     |
|                                     | Ability to meet deadlines and work on own initiative.   | 1     |
|                                     | Ability to manage and motivate a team of coaches.   | 1,3   |
| <b>Training</b>                     | Evidence of having undertaken further training.   | 1,3   |
| <b>Equality &amp; Diversity</b>     | A commitment to equality and diversity with the ability to role model, adhere to and advocate the University's Equality and Diversity Policy.   | 1,3   |
| <b>Other</b>                        | Willingness to work irregular hours as necessary.   | 3     |
|                                     | Commitment to observing the University's Equal Opportunities policy at all times.   | 3     |

### Desirable Criteria

| Area                        | Criteria  | Stage |
|-----------------------------|---|-------|
| <b>Experience</b>           | Experience of delivering coach development programmes.            | 1,3   |
|                             | Experience of managing budgets and resource allocations.          | 1,3   |
| <b>Qualifications</b>       | Sport related degree and post graduate qualification              | 1,2,3 |
| <b>Skills and abilities</b> | Familiar with Microsoft Office (Word, Excel, Outlook and Access). | 1,3   |

## Conditions of Service

The position is **full-time** and is offered on a **fixed-term basis for two years or the earlier return of the postholder**, currently on secondment, with a start date of 1 July 2017 or as soon as possible thereafter.

Salary will be on the Management & Specialist Grade 7, (£39,324 - £46,924) at a starting salary to be confirmed on offer of appointment. The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related 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 equality and celebrates diversity 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/>

## Informal Enquiries

Informal enquiries should be made to Richard Wheeler, Performance Director by email at [r.wheater@lboro.ac.uk](mailto:r.wheater@lboro.ac.uk) or by telephone on 07764 739572

## Applications

The closing date for receipt of applications is **27 June 2017**.

Interviews will be held on **10 July 2017**.