

## **STRENGTH AND CONDITIONING COACH**

### **Maternity cover, fixed-term for 9 months, or the earlier return of the post holder**

**Job Ref: REQ180061**

**As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.**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 5

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

#### **Main Roles and Responsibilities:**

- Work closely with allocated sports, their coaches and the wider support team to help achieve performance goals by providing complimentary Strength and Conditioning support predominantly to Loughborough University students.
- Work effectively as part of an aligned multidisciplinary team (MDT) to help ensure optimal holistic athlete preparedness.
- Help foster professional relationships to promote cross pollination.
- Plan, programme and coach Strength and Conditioning, which is underpinned by sound scientific evidence and practice based rationale.
- Lead on continuous professional development and special projects, and report pertinent findings to immediate and multidisciplinary teams.
- Help mentor junior members of the Strength and Conditioning team with regard to technical skill development.
- Provide high impact feedback to promote desirable behaviour change.
- Database and track athlete training to inform future training direction.
- Provide Strength and Conditioning support to external clients as required.
- 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 Head of Strength and Conditioning Services, 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 courses which include Respecting Diversity 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 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.

### **Organisational Responsibility**

Reports to the Head of Strength and Conditioning Services.

## 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 practicing as a Strength and Conditioning coach, developing athlete physical preparedness for performance in environments with highly competing demands.	1,2,3
	Significant experience of analysing the demands of sports and defining and implementing a Strength and Conditioning strategy to support performance outcomes.	1,3
	Significant experience working as part of a Strength and Conditioning team and role modelling professional behaviours to junior Strength and Conditioning coaches.	1,3
	Significant demonstrable experience of working closely and effectively with sports coaches and members of a MDT to promote performance outcomes.	1,3
	Significant demonstrable record of applied Strength and Conditioning continuous professional development.	1,3
<b>Skills and Abilities</b>	Ability to identify strategic areas of focus, pertaining to Strength and Conditioning, for sports performance and translate into effective operational delivery in terms of planning, programming and coaching.	3
	Highly effective at delivering high impact Strength and Conditioning that is underpinned by sound scientific evidence and practice based rationale.	1,2,3
	Knowledgeable of other support services and their interplay with Strength and Conditioning within a MDT.	1,3
	Ability to critically analyse subjective information and objective data to inform Strength and Conditioning practice.	2,3
	Highly adaptable to known and unknown changes in the training environment and ability to maintain athlete focus.	2,3
	Very strong listening and communication skills.	2,3
	High emotional intelligence and ability to operate effectively in the zone of uncomfortable debate.	3
	Very effective at delivering information to positively affect player and/or coach behaviour.	2,3
	Role model professional behaviours and develop the technical skills and capabilities of junior practitioners.	1,3
	Ability to prioritise time to optimise impact and work effectively either independently or as part of a team.	1,3
	Highly effective at fostering professional relationships with relevant parties to promote idea sharing and collaboration.	1,3
<b>Qualifications</b>	A qualification at degree level in Sports Science or similar subject.	1
	UKSCA accreditation and evidence of continual professional development in this discipline.	1,3

<b>Training</b>	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
<b>Other</b>	A thorough understand.	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 <a href="http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/">http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/</a> for more details).	3

#### Desirable Criteria

Area	Criteria	Stage
<b>Experience</b>	Significant experience practicing Strength and Conditioning in a multi-sport environment.	1,3
<b>Qualifications</b>	A qualification at higher degree level specialising in physical preparation of athletes.	1
<b>Other</b>	A thorough knowledge and understanding of the UK Sport Statement of Anti-Doping Policy, IOC Doping List and Doping Rules of Sport.	1,3
	A thorough understanding of Health and Safety policies and procedures.	1,3

### Conditions of Service

The position is part-time (24 hours per week) and fixed-term maternity cover for 9 months, or the earlier return of the post holder. Salary will be on Operational Services Grade 5, £24,285 to £28,936 pro rata per annum, subject to an annual pay award, plus 7.5% flexibility allowance. 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 Operational and Administrative 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 Al Stewart, Head of Strength & Conditioning Services, by email at [A.Stewart@lboro.ac.uk](mailto:A.Stewart@lboro.ac.uk) or by telephone on 07816 521 549.

#### Applications

The closing date for receipt of applications is **7 February 2018**. Interviews will be held on **26 February 2018**.