

Loughborough Sport Tennis National Academy: Head of Performance Support / Strength & Conditioning Lead

Job Ref: REQ180875

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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: MA7

JOB PURPOSE:

- Work closely with the Director of Tennis and Head Coach to develop and implement a world class and transformative player development programme, to produce an oversupply of players who upon departing the Loughborough Sport Tennis (LST) National Academy meet the Pro Scholarship Programme (PSP) selection criteria and have potential to be inside the top 100 by nurturing both the athlete and person.
- To lead the development and delivery of the Strength and Conditioning support and lead/coordinate a Sport Science and Medicine multi-disciplinary team (MDT) of practitioners to optimise the long term physical development of the Loughborough Sport Tennis (LST) National Academy athletes; through the implementation of a holistic, inter-disciplinary model of player support.

KEY RESPONSIBILITIES:

- Develop and deliver a LST National Academy Strength & Conditioning strategy which meets the needs of the Academy players.
- To manage and motivate the LST National Academy Sport Science and Sports Medicine Team. Leading, coordinating and delivering a world class support service for the Academy athletes through a fully integrated multi-disciplinary approach.
- Devise and implement effective tracking and monitoring protocols and processes for all athletes, ensuring this data informs the day to day and longer term planning/delivery and in turn physical/athletic development and robustness of the athletes.
- To be responsible for the development of new systems and procedures designed to professionalise and develop the service. To work with in collaboration the LTA Sport Science & Medicine Team, LTA Performance Team, Loughborough Sport and the School of Sport and Exercise Health Science (SSEHS) to create an industry recognised and world class player development pathway.
- To share best practice and stay abreast of the latest research and developments within sport science, to drive improvements and inform delivery through building high quality relationships with key stakeholders and external organisations.

- At all times conduct yourself with the highest integrity and in accordance with the values of Loughborough Sport Tennis, acting as an ambassador for the National Academy programme and Loughborough Sport.
- To assist the Head Coach in driving and implementing the Loughborough Sport Tennis values and player development philosophy; and embedding a culture of proactivity and excellence across the programme to successfully achieve the National Academy objectives.
- Responsibility for monitoring and working to designated annual budgets confirmed and allocated by the Director of Tennis.
- Duty of care and safeguarding of our players and staff is of the highest priority to LST. As such this person will assist the Head Coach and work with the MDT to ensure policies are clearly communicated. Whilst going over and above to provide support and assistance to parents, staff and players through a planned and effectively implemented programme which visibly values and emphasises personal development and engages parents in the decision-making process.

GENERAL REQUIREMENTS:

- Contribute to the sharing of coaching ideas and skills within the high performance educational forums available on campus.
- Promote adherence to ethical guidance and regulations with regard to drugs and doping in sport, in line with the LTA, UK Anti-Doping (UKAD) and the Loughborough University 'Clean Sport' commitment.

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

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 Director of Tennis

Responsible for: National Academy Performance Lifestyle, Welfare & Education Manager, National Academy Physio; National Academy Sports Psych; National Academy Performance Analyst.

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	Proven track record and significant experience of working in developing elite junior/senior level athletes.	1,3
	Proven track record and significant experience of leading a multi-disciplinary team of practitioners to review players' development establish and implement individual development plans.	1,2,3
	Previous experience of staff management and supervision.	1,3
	Evidence of effective implementation of tracking and monitoring processes, with subsequent successful impact to player's short, medium and long term athlete development plan.	1,2,3
Education and Qualifications	Educated to post graduate level (MSc) in a Sport Science or related course, or appropriate equivalent experience.	1
	UKSCA accreditation or equivalent.	1
	Satisfactory LTA DBS disclosure.	1,3
	Attended, or committed to attending the LTA safeguarding course.	1,3
	A valid first aid certificate.	1
Skills and Abilities	The ability to build quality working relationships with key stakeholders (parents, coaches and young people).	1,2,3
	Ability to manage and motivate a team of staff towards a shared goal.	1,3
	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.	1,2,3
	Ability to critically analyse subjective information and objective data to inform Strength and Conditioning practice.	1,2,3
	Highly adaptable to known and unknown changes in the training environment and ability to maintain athlete focus.	1,3
	Excellent listening and communication skills.	1,3
Other	Flexibility and willingness to work irregular hours as necessary.	1,3
	To observe the University's Equal Opportunities Policy at all times.	1,3

Conditions of Service

The position is full time and fixed term for 5 years. Salary will be on Management and Specialist Grade 7 (£40,792 - £48,677) per annum, at 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 Grades 6 and above 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/>