

HEAD OF STRENGTH & CONDITIONING (PERFORMANCE SPORT)

REQ190509

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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 provision of Strength and Conditioning support to Loughborough Sport Performance Athletes and the wider Loughborough athlete ecosystem, through the development of our team of professionals, placement students and volunteers

To form a part of the Performance Support Leadership Team to, alongside professional coaches and practitioners, lead the interdisciplinary, holistic support to our athletes on campus and creating strategies to drive performance.

To be responsible for the development of new systems and procedures designed to professionalise and develop the support to our athletes. To work with the Loughborough sporting ecosystem and key partners to create a unique high performance practitioner development pathway.

To contribute to the integration between the Loughborough Sport and School of Sport, Exercise & Health Sciences (SSEHS) to ensure that the professional and practical work of the Loughborough Sport 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.

Job Duties

- Provide high level technical leadership, coaching and mentoring support to members of the Strength and Conditioning team within Loughborough Sport.
- To line manage Strength and Conditioning coaches and other support providers (student volunteers, placement students etc.), including taking responsibility for developing both technical and non-technical application of knowledge.
- 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 support.
- Contribute to, attend and provide regular reports at appropriate meetings associated with the programme and to key stakeholders including colleagues from the Loughborough Sport, SSEHS, EIS and NGB staff.
- Provide technical support and guidance within S&C recruitment, HR matters, staffing and scheduling tasks.
- Support operations in the development of the highly complex operational strength and conditioning service model and facility provision.

- To be an active member of the Performance Support Leadership Team, contributing to developing policy and process, interdisciplinary team working and strategies to enhance athletic performance alongside other disciplines
- Ensure that the delivery of the strength and conditioning support 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 may involve marketing the service as required to generate the income necessary to achieve agreed income targets.
- To closely collaborate with the relevant staff in the SSEHS to help develop the academic Strength and Conditioning offer and support the joint academic venture between the SSEHS and Loughborough Sport 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, , to inform and educate athletes, coaches and students in the effective use of strength and conditioning
- To manage and monitor the resource / budget and contribute to the future planning for the S&C support to our athletes.
- 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 Loughborough Sport 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 Support

Responsible for all Strength & Conditioning professionals, volunteers 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
Experience	Significant experience of working as a coach or applied sports scientist with High Performance Athletes.	1,3
	Experience of providing Strength and Conditioning support to a professional sports team/athletes, sporting National Governing Body or a service institute (e.g. EIS, SIS)	1,3
	Previous experience of staff management and supervision.	1,3
	Experience of working in an interdisciplinary team of support providers (coach, physiotherapists, sports massage therapists, analysts, etc.) and being able to develop performance strategies with other specialisms	1,3
	Experience in creating personal development action plans for Strength and Conditioning coaches, and leading professional development opportunities for individuals and groups	1,3
Education and Qualifications	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
Skills and abilities	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
	Passion for developing people to achieve their goals and aspirations	
Training	Evidence of having undertaken further training.	1,3
Equality & Diversity	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
Other	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
Experience	Experience of managing budgets and resource allocations.	1,3
Qualifications	Sport related degree and post graduate qualification	1,2,3
Skills and abilities	Familiar with Microsoft Office (Word, Excel, Outlook and Access).	1,3

Conditions of Service

The position is **full-time** and is **open-ended**, with a start date as soon as possible. Salary will be on the Management & Specialist, Grade 7, £40,792 - £48,677 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/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 Loughborough Sport Administration Team via email: sd.admin@lboro.ac.uk

Applications

The closing date for receipt of applications is **Sunday 14th July 2019**. Interviews will be held on **either Thursday 25th or Friday 26th July 2019**.