

HEAD COACH (PARA-ATHLETICS SPRINTS AND RECRUITMENT) - ATHLETICS

REQ191114

Job Grade: Management and Specialist Grade 6 (MA6)

Job Purpose:

To ensure the best available Sprints coaching input for Loughborough student Para athletes, to coach Para athletes and contribute to the development of Athletics at Loughborough.

In conjunction with the Director of Athletics, drive recruitment into all Para-Athletics event groups across the Loughborough Athletics Programme.

Build, in conjunction with the Director of Athletics, a culture of excellence, innovation and learning that supports student athlete development throughout athletics at Loughborough University

Job Duties

- To plan and deliver specific para sprints coaching and monitor and evaluate performance, as appropriate
- To provide a focal point for delivering para coaching and development initiatives across the Event Groups in Athletics at Loughborough University including liaising with LSAC
- To act as a role model and mentor to all coaches within the event group
- To enhance the recruitment process for Para athletes across all events into the Loughborough programme and provide a point of contact for potential athletes and their coaches before, during and after their time at Loughborough
- Where required, to coordinate timely Classification opportunities for any athletes without a National Classification
- To assist in the delivery of the elite event specific competition or coaching initiatives (including fund raising), where appropriate
- To work with other event specific coaches, as appropriate, to ensure maximum benefit and improvement for all involved
- Cooperate with the Head Coach (Sprints/Hurdles) to input into the IDT or IDTs around the athletes in the Para Sprints/Hurdles events
- To contribute to the sharing of coaching ideas and skills within the high-performance educational forums available on campus
- Contribute to team selection as required
- Actively work to promote Loughborough University Sport and Loughborough Athletics generally
- 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
- In conjunction with the SDC Education and Development Manager, to ensure that all athletes attend appropriate anti-doping workshops
- Ensure that the programme promotes the mission and values of sport at Loughborough

- Input into the strategic plan, as requested by the Director of Athletics, for the development of para sprints and hurdles at Loughborough to contribute to the achievement of the SDC and University goals.
- Where necessary recruit, direct and manage the additional assistant coaching staff (paid and voluntary) required for the effective coaching and development of the para sprints and hurdles squad(s).
- In conjunction with Director of Athletics, work with British Athletics Paralympic Programme or other external partners to ensure our athletes are best supported and our programme sits within a national development pathway wherever possible.
- In conjunction with the Head of Para Sport, support wider initiatives to develop and enhance the broader Para sport strategy at Loughborough
- Advise the Athletic Union club on the coaching and support structure for BUCS squads, assist the club committee with areas such as the appointment of appropriate coaches, squad selection and training programmes through the pathway.
- Be abreast of the latest trends and developments within athletics in order to incorporate this thinking into your own coaching and the sprints and hurdles performance programme
- Commit to developing technical understanding of Para athletes and to develop awareness of general Para specific areas e.g. Classification

Points to note

The purpose of this document 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 is recognised that coaches working at this level will often have links with representative sides. This is seen as advantageous as long as it does not interfere with the work as defined.

It will be necessary to work outside normal office hours including some work in the evenings and at weekends and sometimes at locations away from campus - for example, during a competition.

The post holder 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.

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 Director of Athletics

Person Specification

Your application will be reviewed with respect to meeting the essential and desirable criteria listed below. 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 specific Para-Athletics Sprints coaching expertise and a wide knowledge of issues affecting all disciplines and disability types in the event group, including a general understanding of Classification	1,2,3
	A good working knowledge of applied sports science in supporting performance	1,3
	Proven experience in the development of long-term coaching programmes	1,3
	Experience of working as part of a successful team	1,3
Skills and abilities	Strong interpersonal and listening skills	1,2,3
	Empathy with athletes and their personal coaches/support network	3
	Proven record of managing multiple tasks and prioritisation	1,3
	Excellent communication, athlete management and motivation skills	1,2,3
	Knowledge of relevant Athletics regulations and issues	1,3
	IT skills necessary for analysis, report writing and general communication	1,3
Training	Willingness to update First Aid and Health and Safety requirements and work towards more advanced coaching awards and qualifications, as required	1,3
Qualifications	UKA accredited coaching award (level 3 or Event Group) or equivalent	1,3
Other	Willingness to work irregular hours as necessary	1,3
	Drive and enthusiasm for the sport with a strong desire to make a difference	3
	Adherence to the Loughborough University 'Clean Sport' Commitment statement	1,3
	To provide a satisfactory disclosure statement (see http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/) for more details	3
	To observe the University's Equal Opportunities policy at all times	1,3

Desirable Criteria

Area	Criteria	Stage
Experience	Proven experience of coaching international level performers in Para-Athletics	1,2,3
	Experience of University level athletics	1,3
Skills and abilities	Pastoral skills and a good understanding of young people	1,2,3

	An understanding of the wider issues surrounding talented athletes	1,3
Qualifications	Sport related degree or equivalent experience	1,3
	UKA accredited coaching award (level 4) or equivalent	1,3

Conditions of Service

This post is offered on a **part-time** (0.5FTE, 18.5 Hours per Week) **fixed-term** contract until 31 July 2023. Salary will be on Management and Specialist Grade 6, (£30,942 - £40,322 pro rata per annum), 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 Grades 1-5 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>)

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/>.