Sports Development Centre

Strength and Conditioning Coach

REQ200575

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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 as part of a interdisciplinary team to help optimise athletic development and competitive results of multi-sport athletes

Main roles and responsibilities:

Work closely with the sport, their coaches and other support staff to be a key stake holder in that sports Performance Plan

- Work closely with sports, their coaches and the wider support team to help enhance performance by providing Strength and Conditioning support predominantly to Loughborough University students
- Contribute to sporting performance and development through aligned interventions with the wider support team. Combining discipline expertise with training application.
- Diagnose, Plan and Coach Strength and Conditioning, which is underpinned by sound scientific evidence and practice based rationale
- Actively Contribute to the continuous professional development of the department through regular discussion, special projects and in house continuous professional development events
- Be responsible for mentoring volunteers Strength and Conditioning Coaches that contribute to the sports interdisciplinary team with regards to their behaviours and competencies
- Help mentor paid placement students within the Strength and Conditioning team with regard to behaviours and competencies
- Ability to promote behaviour change
- Database and track training strategies and key performance indicators relating to your training plan
- Provide Strength and Conditioning to support the commercial arm of Sport Development Centre as and when 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

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- The above is not an exhaustive list and roles and responsibilities may be added at the discretion of the Head of Strength and Conditioning, 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.

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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 practicing as a Strength and Conditioning coach with evidence of successfully contributing to both athletic development and competitive results.	1,2,3
	Significant experience of analysing the demands of sports and defining and implementing a Strength and Conditioning strategy to support performance outcomes	1,2,3
	Significant experience working as part of a Strength and Conditioning team and role modelling professional behaviours to Assistant Strength and Conditioning coaches, Paid Placements and Volunteers	1,3
	Significant evidence of being able to work as part of an interdisciplinary team and contributing to performance through effective performance planning	1,2
	Able to demonstrate regular intervals of reflection in practice and able to evidence continued professional development to develop your practice.	1,3
Skills and abilities	Able to provide strength and conditioning interventions that are underpinned by evidence based practice and align to the context of the environment.	1,2,3
	Able to understand the physical demands of sport, build aligned objectives with other support services and optimise solutions within the IDT through curiosity and iteration behaviours	1,2
	Highly adaptable to known and unknown changes in the training environment and ability to maintain athlete focus	2,3
	Ability to Impact coach athlete behaviour change	2,3
	Ability to work effectively in a multisport environment balancing conflicting demands and prioritising high impact areas of work	1,3
	Highly effective at fostering professional relationships with relevant parties to promote idea sharing and collaboration.	1,3
	Have an in depth understanding of how-to performance plan based upon underpinning knowledge of physical adaptations and the tactics required to optimally elicit the relevant adaptation	2
	Have an in depth understanding of how performance tests contribute to the overall performance pan and inform training	2
	Suggest wording to be Ability to coach both on a 1:1 basis and in small teams and to build effective relationships with athletes.	2
	The ability to manipulate the training climate to maximise the athlete performance	2
	Demonstrate excellent interpersonal skills and ability to work alongside members of the interdisciplinary team to solve performance problems	2

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Qualifications	A qualification at degree level in Sports Science or similar subject	1
	UKSCA Accreditation or equivalent qualifications with evidence of continual professional development in this discipline	1
Training	Willingness to update First Aid and Health and Safety requirements, and undertake further training as required. Maintain a recognised strength and conditioning qualification	3
	Interest in collaborating on relevant applied research with the School of Sports, Exercise and Health Sciences	3
Other	A thorough understanding of Health and Safety policies and procedures	1,3
	Willingness to work irregular and unsociable hours as necessary	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 http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/ for more details)	3

Desirable Criteria

Area	Criteria	Stage
Experience	Significant experience practicing Strength and Conditioning in a multi-sport environment	1
	Experience working with Para Sport	1
	Experience of working with a diverse range of athletes, both professional and student background	1
Qualifications	A qualification at higher degree level specialising in physical preparation of athletes	1
	UKSCA Accreditation	1
Other	A thorough knowledge and understanding of the UK Sport Statement of Anti-Doping Policy, IOC Doping List and Doping Rules of Sport	1,3

Conditions of Service

The position is **full-time** and **fixed-term** until 31 July 2023. Salary will be on Operational Services Grade 5 (£25,217 - £30,046 per annum plus 7.5% flexibility allowance 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 Grade 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

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

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stages of their academic career. For further information on Athena SWAN see http://www.lboro.ac.uk/services/hr/athena-swan/

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