Regional Women's Strength & Conditioning Coach (Women's Elite Domestic Structure)

REQ200588

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Background

The successful candidate will deliver comprehensive physical preparation programmes, based on sound strength and conditioning principles to both developing and senior athletes. Ideally, the candidate will have experience working in a team environment with elite/high performance teams. Previous experience working in cricket is not essential.

The role does require extended hours and can include weekends and bank holidays. There may be requirement to attend overseas tours during the off-season.

Lightning Cricket is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services.

Job Purpose

Reporting to the Regional Women's Physiotherapist / Regional Director of Women's Cricket, the successful candidate will be a key member of the Science & Medicine team, leading the planning and implementation of strength and conditioning services across the Senior and Academy squads. They will shape and implement their delivery to ensure both performance impact to the Senior team and the long-term athletic development of Academy players.

The successful candidate will work within a wider Science & Medicine team including the sports doctor and physiotherapist, to prepare the Senior and Academy squads for domestic women's 50-over and T20 competitions.

Job Description

Job Grade: Operational Services Grade 5

Key Tasks:

- Lead the delivery of all areas of physical preparation for Senior and Academy players. Including programme design and delivery, nutrition and any other day to day tasks as directed by the Head Coach.
- Collect, analyse, interpret and share workload data as appropriate with players and coaches.
- Diagnose, Plan and Coach Strength and Conditioning, which is underpinned by sound scientific evidence and practice-based rationale

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- Help mentor paid placement students within the Strength and Conditioning team with regard to technical and non-technical skill development
- Complete regular player profiling in line with ECB protocols to inform programme design and subsequently share with relevant parties.

- Work collaboratively with the physiotherapist to deliver injury prevention and rehabilitation programmes.

- Work effectively as part of an aligned interdisciplinary team to successful contribute to athlete development and competitive results

- Provide player education sessions in order to support athletic development and contribute to the long-term success of the club and pathway.

- Liaise with the ECB's S&C Coach regarding support and management for England Women's Pathway players at the Regional Host.

- Within the rules of professional confidentiality liaise with athletes, parents, coaches and other support staff as appropriate.

- Undertake appropriate professional development to keep abreast of world's best practice and current evidence-based research.

General Requirements

- 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.
- Actively work to promote Loughborough University sport and cricket at Loughborough.
- Actively work to promote the ECB Inspiring Generations and the Transform Women's and Girl's Action Plan
- Undertake additional duties as requested by your line manager from time to time.
    - 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

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 will be necessary, on occasions, to work outside normal working hours including some work in the evenings, weekends and on Bank Holidays and University Closure Days.

The post holder may be required to provide a satisfactory disclosure statement (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.

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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

Directly reports to the Regional Director of Women's Cricket.

Working Relationships:

- Regional Director of Women's Cricket
- Regional Women's Senior Team Head Coach
- Regional Women's Senior Talent Manager
- Regional Women's Physiotherapist
- Regional Women's Sports Doctor
- The Hundred – Medical Staff (all teams)
- ECB Head of Sport Science and Medicine – Women's Cricket

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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, 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 evidence of being able to work as part of an interdisciplinary team and contribute to performance through effective performance planning.	1, 3
	Significant demonstrable record of applied Strength and Conditioning continuous professional development	1,3
Skills & abilities	Highly effective at delivering high impact Strength and Conditioning that is underpinned by sound scientific evidence and practice-based rationale	1,2,3
	Very effective at delivering information to positively affect player and/or coach behaviour	1, 3
	A positive attitude with initiative, focus and drive	1, 3
	Patience with an orderly approach to problem solving	1,2, 3
	Ability to prioritise time to optimise impact and work effectively either independently or as part of a team	1,3
	Highly adaptable to known and unknown changes in the training environment and ability to maintain athlete focus	2,3
	Ability to interact effectively with all departments and personnel at the Regional host.	1, 3
	Passionate to be part of the development of women's cricket	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	3
	Have an in depth understanding of how performance tests contribute to the overall performance pan and inform training	3
	Ability to coach 1 -on -1 as well and in small groups to to develop meaningful relationships with athletes.. Ability to link coaching to diagnostics and planning	3
	The ability to manipulate the training climate to maximise athlete	

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	Demonstrate excellent interpersonal skills and ability to work alongside members of the interdisciplinary team to solve performance problems	3
	Demonstrate an awareness of their own strength and weaknesses. As well as how they maybe perceived by others	3
	Can demonstrate a plan of how they are going work on an area for improvement and can demonstrate how they have worked on this over the past year	3
	Can demonstrate their desired behaviours through their body language, actions and communications with those in the environment	3
Qualifications	Sports Science/S&C Degree minimum 2:1	1
	UKSCA Accreditation (or ability to achieve within 6 months)	1
	Up to date first aid qualification	1
Other	Adherence to the Loughborough University 'Clean Sport' Commitment Statement.	1,3
	Full UK Driving Licence	1, 3
	Flexibility and willingness to work irregular hours as necessary.	3
	To observe the University's Equal Opportunities policy at all times.	1,3
	Due to the postholder working with children, an enhanced Disclosure and Barring Service (DBS) check will be undertaken before the postholder joins the University at the expense of the University.	1,3
	Attended, or committed to attending the safeguarding & protecting children course within the first 2 months of appointment.	1,3

Desirable Criteria

	A postgraduate qualification in sports science or strength and conditioning	1, 3
	ISAK Level 1 Accreditation	1
	Experience working in cricket	1, 3
	Experience of working with a diverse range of athletes, both professional and student background	1, 3

Conditions of Service

The position is offered on a **part-time** (0.6FTE) **fixed-term** contract until 31 January 2022 in the first instance. Salary will be on Operational Services grade 5 (pro-rata) and a competitive salary will 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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