

Wheelchair Basketball Head Coach

REQ210270

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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 6 (MA6)

Job Purpose

Responsible for leading the planning, delivery, and coaching of the Wheelchair Basketball Performance Programme at Loughborough University, with specific responsibility for leading the Loughborough Lightning women's Wheelchair Basketball team in partnership with British Wheelchair Basketball (BWB). The role will also support the development of wider wheelchair basketball initiatives delivered by Loughborough University and BWB.

Background

Loughborough University is the only university in the UK with a formal Para sport strategy. Launched in December 2019, the vision is to create life-shaping opportunities through the development of an inspirational and inclusive Para sport offer. As part of this strategy, Loughborough University have recently become one of four High-Performance Partners (HPP) with BWB, and we are now looking to create a Loughborough Lightning Wheelchair Basketball team to sit alongside our other Lightning teams in netball, cricket, rugby and cycling. Loughborough Lightning teams are all women's teams made up of student and non-student athletes.

The HPPs will support BWB as it looks to expand grass roots participation, reimagine the talent pathway and elite performance programme within the UK, and to realise its ambition to bring professional leagues that attract and retain the best players in the world.

This role is an exciting and critical element of the partnership and is joint funded by BWB. It will have a mix of coaching, organisation, and administration for a new wheelchair basketball high performance programme. As a member of the Sports Development Centre (SDC), the post holder will work closely with other SDC members and BWB, as well as the Loughborough Students' Athletic Union (AU) and clubs within the region.

As a key element of the Para sport strategy, this role will report to the Head of Para Sport. The post holder will be closely involved with the admissions process and will be central to identifying and recruiting high quality student and non-student athletes to the programme. They will also work closely with Performance Support staff within SDC to develop an effective sport science and sports medicine support programme for the high-performance wheelchair basketball players.

Main Duties and Responsibilities

The role will encompass several key areas of operation for the wheelchair basketball performance squad. The post holder will be expected to:

Strategic Development

- Lead on the development, implementation, and monitoring of a strategic plan for the development of wheelchair basketball at Loughborough University through positive working relationships in conjunction with SDC, BWB, the Athletic Union and the student club committee and regional clubs/partners.

Performance Programme

- Create and run an effective coaching programme for the high-performance team(s) so that they can compete successfully within both the Women's Premier League and BUCS competition (University league) and, where appropriate, national (NGB) competitive structures.
- Develop and implement the annual periodised plan for training and competition, gaining feedback and peer-review from BWB Head of Coaching and Technical Development
- Work proactively to recruit high level student and non-student players to Loughborough University (and where appropriate Loughborough College), including international players.
- Co-ordinate and drive the delivery of performance support services (sports science and sports medicine) to the high-performance team(s).
- Ensure the performance environment is an inclusive, positive, learning focused environment that optimally balances the pursuit for excellence with psychological safety.
- Ensure a process of HPP and opposition game play and tactics development, implementation and critical analysis is in place pre and post every competition to identify key learnings.
- Collaborate with the core GB performance team to ensure GB selected players have optimal training and recovery in preparation for major event campaigns and to optimise the training and development for GB Podium and Academy players based at Loughborough.
- Ensure the training and periodisation of the Women's team is in line with current research on the female athlete.
- Provide pastoral support and care to high-performance team members in conjunction with other coaching, academic and performance sport staff.
- Provide support to BWB for GB camps/competitions (on an agreed basis).
- Proactively engage with BWB accelerated coach development initiatives, attending all workshops, CPD events and one-to-one sessions as required.

Club Management

- Work with the AU Wheelchair Basketball Club to ensure that all members of the club receive high quality coaching commensurate to their ability and potential and to create an appropriate competitive structure for the high-performance team(s).
- Establish and support the training and development of additional coaching staff required for the effective delivery of the wheelchair basketball strategy at Loughborough, including recreational levels.

Budgetary Responsibilities and Review

- Work with the Head of Para Sport to prepare, manage and monitor a University budget for the high-performance squad.
- Participate in the development of income generating activities that can financially support the high-performance squad.
- Engage with regular monitoring and review processes in conjunction with BWB.

General Requirements

- Contribute to the sharing of coaching ideas and skills within the high-performance educational and sport forums available on campus.
- Support the delivery and development of the wider Para sport strategy at Loughborough University.
- Actively participate and contribute to the 'Coaching Community' of coaches on campus.
- Actively work to promote Loughborough University sport and Loughborough Students wheelchair basketball generally.
- Willingness to travel and work away from home mainly in the UK.
- 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

Marketing & PR

- Work with other SDC and AU staff to promote the profile of wheelchair basketball at Loughborough. This may include activities such as:
 - Providing regular information for use on, websites, social media and other promotional publications.
 - Assisting in the recruitment and/or activity related to sponsors.

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 to work outside normal working hours including work in the evening and at weekends. .

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.

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.

The Coach or ASP must not be serving a suspension or a Period of Ineligibility from their sport for any reason other than a breach of UKAD anti-doping rules

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Organisational Responsibility

Reports to the Head of Para Sport

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	Extensive and proven experience of coaching high level and/or talented young basketball players (wheelchair or running game).	1,2,3
	Proven experience in the development of long-term coaching programmes and performance planning	1,3
	Understanding of the principles and practice of Performance Analysis	1,3
Skills & abilities	Proven basketball coaching ability	1,2,3
	Knowledge of current basketball coaching and training processes	1,2,3
	Excellent communication, player management and motivation skills	3
	Strong leadership skills	1,3
	Ability to work within the framework of the Loughborough Sport Performance Charter	1,3
	Excellent organisational, administrative, and time-management skills.	1,3
	IT skills necessary for analysis, report writing and general communication.	1,3
Qualifications	Working towards and/or completed (by September 2021) BWB Level 2 coaching award, or equivalent coaching award.	1,3
	Educated to A Level or equivalent experience.	1,3
Training	Willingness to update First Aid and Health & Safety requirements for wheelchair basketball and work towards more advanced coaching awards and qualifications.	1,3
Other	Knowledge of the national and regional BWB landscape	1,3
	To observe the University's Equal Opportunities policy at all times.	1,3
	Willingness to work irregular hours as necessary.	1,3

Desirable Criteria

Area	Criteria	Stage
Experience	Experience of working in a multi-disciplinary team	1,2,3
	Working knowledge of Classification in Para sport and its application to wheelchair basketball	1,3
Skills & abilities	Proven knowledge and experience of coaching wheelchair basketball	1,3
Qualifications	Sport related degree or equivalent experience	1,3

Conditions of Service

The position is a **full-time** appointment on a fixed term basis until 31 March 2025. Salary will be on Management and Specialist grade 6 (£30,942 - £40,322 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/>