

Lead Endurance Coach - Athletics

REQ210615

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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

Job Purpose:

To work in cooperation with the Director of Athletics to ensure the best available Endurance coaching input for Loughborough Student Athletes and contribute to the best possible development of elite Athletics at Loughborough.

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.

A primary remit will be working with the British Athletics Performance Pathway to facilitate with Athlete Annual Plans, providing specific input and support where appropriate, whilst maintaining continual dialogue and support on athlete progress throughout the year. They will provide a key link between British Athletics and the athletes/coaches on programmes.

Job Duties

- To provide a focal point for delivering coaching and development initiatives across the Endurance Event Group in Athletics at Loughborough University including liaising with LSAC
- To act as a role model and mentor to all coaches within the British Athletics and Loughborough University event group and agree an engagement plan for the year.
- To enhance the recruitment process in Endurance events into the Loughborough Programme and provide a point of contact for potential athletes and their coaches.
- To assist in the delivery of the Endurance event specific competition or coaching initiatives (including fund raising), where appropriate.
- Work closely and effectively with the Performance Pathway Manager, Pathway Coaching Team Leader and wider Performance Team to further the overall development of the identified futures athletes.
- To facilitate the closer alignment and connectivity between the WCP and the British Athletics Performance Pathway programme.
- Cooperate with and/or lead the IDT or IDTs around the athletes in Endurance events.
- To plan and facilitate Loughborough University / British Athletics Endurance development for an elite group of athletes and monitor and evaluate performance, as appropriate.
- To work with other event specific coaches, as appropriate, to ensure maximum benefit and improvement for the athlete is achieved.
- Attend British Athletics Performance Pathway events and key competitions.
- Provide relevant athlete/coach reports and input on Performance Pathway planning, review & selection meetings.
- To contribute to the sharing of coaching ideas and skills within the high-performance educational forums available on campus.
- Actively work to promote British Athletics and the Performance Pathway, 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.

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 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.

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.

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 Director of Athletics

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	Proven Endurance coaching expertise and a wide knowledge of issues affecting elite distance athletes.	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, coaching and or mentoring at senior and/or age group international level athletes within athletics environment.	1,2,3
	Experience of working as part of a successful team.	1,3
Skills and abilities	Strong interpersonal and listening skills.	1,2,3
	Empathy with Endurance athletes and their personal coaches/support network.	3
	Proven record of managing multi tasks and prioritisation.	1,3
	Excellent communication, player 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 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.	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 fixed term contract until 31 July 2022 and part time 0.8fte. Salary will be on the Management and Specialist Grade 6 £30, 942 to £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 Grade 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/>