

SENIOR STRENGTH & CONDITIONING COACH

Job Ref: **REQ220860**

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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

This role will predominantly be responsible for the Strength and Conditioning Support of the Swimming programme as well as development of the Strength and Conditionings teams Stipend and Volunteer placement students

Job Purpose: To support and assist the Head of Strength and Conditioning (Performance Sport) in leading the provision of Strength and Conditioning support to Loughborough Sport Performance Athletes and the wider Loughborough athlete ecosystem

To assist in providing leadership and development support to the Strength and Conditioning Team, including placement students and volunteers

Work with coaches, other strength and conditioning practitioners and other support staff to deliver an interdisciplinary approach to performance development

Provide quality strength and conditioning support to Loughborough Sport Performance athletes. Help improve performance through developing, implementing and evaluating strength and conditioning programmes that reflect scientific principles as they relate to adaptation, periodisation, peaking, tapering and injury rehabilitation.

Job Duties

- Support the Head of Strength and Conditioning in providing high level technical leadership, coaching and mentoring to members of the Strength and Conditioning team within Loughborough Sport
- To line manage Strength and Conditioning coaches and other support providers (student volunteers, placement students etc.), including taking responsibility for developing both technical and non-technical application of knowledge and conduct individual performance and development reviews
- Set challenging, robust, technical and non-technical performance and development objectives for reporting staff. Assist the Head of Strength and Conditioning in regularly monitoring team performance.
- Be accountable for the recruitment and development of stipend and volunteer strength and Conditioning placements
- Work collaboratively with the CVA and SSEHS to optimise placement opportunities
- Through professional judgement and political awareness to be able to influence key internal and external partners to positively affect the student experience in relation to sport / strength and conditioning support.
- Contribute to, attend and provide regular reports at appropriate meetings associated with the programme and to key stakeholders including colleagues from the Loughborough Sport, SSEHS, EIS and NGB staff.
- Ensure that the delivery of the strength and conditioning support effectively meets its commitments to athletes and coaches including appropriate training objectives
- Work with coaches and support staff to deliver an interdisciplinary approach to performance development Establish and develop 'value adding' and 'add-on' services through building partnerships and utilising strategic relationships with key stakeholders.

- Work within the rules of professional confidentiality, liaise with athletes, primary care managers, parents, coaches and other support staff as appropriate within the rules of the UKSCA Code of Conduct, standards and guidelines and Loughborough University.
- 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.
- Where appropriate identify and facilitate appropriate communication methods, to inform and educate athletes, coaches and students in the effective use of strength and conditioning
- Any other duties commensurate with the grade of the post.

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

The post will require working in the evenings, weekends and on bank holidays and University closure days when required.

Staff are required to wear Loughborough Sport designated uniform whilst on duty.

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 Head of Strength and Conditioning (Performance Sport)

Responsible for some Strength & Conditioning professionals, volunteers and placement students.

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 of working as a coach or applied sports scientist with High Performance Athletes.	1,3
	Significant experience of providing Strength and Conditioning support to a professional sports team/athletes, sporting National Governing Body or a service institute (e.g. EIS, SIS, AIS, CIS)	1,3

	Experience of performance management of staff to ensure their effective operation, job satisfaction and personal development including work allocation, training, performance reviews and discipline.	1,3
	Significant experience of working in an interdisciplinary team of support providers (coach, physiotherapists, sports massage therapists, analysts, etc.) and being able to develop performance strategies with other specialisms	1,3
	Significant experience of analysing the demands of a sport in relation to the performance outcomes and identify the strength and conditioning requirements. To develop, implement and evaluate strength and conditioning programmes for individual athletes within these sports	1,3
	Experience of strategic planning including individual programming supported by specific diagnostics and monitoring which inform the coaching process	1,3
	Excellent coaching skills including the ability to adapt to the environment to motivate behavioural change and augment performance	1,3
Education and Qualifications	Degree level (or equivalent) in sports science or related area, specialising in physical preparation of elite athletes	1,2,3
	Recognised Strength and Conditioning Qualification and competent to carry out and/or supervise staff in the instruction of individuals in all aspects of strength and conditioning and the prescription of sport specific, periodised programmes for all level of clients.	1
	A valid first aid certificate.	1,3
Skills and abilities	Excellent applied knowledge within the context of Performance Sport which can be utilise to effectively problem solve and using the relevant strategies	1,3
	Demonstrate empathy based on the person, culture and environment they are working in.	1,3
	Ability to handle a high volume of communication with those they manage and work with	1,3
	Ability to effectively flex your communication style in line with the person and situation	1, 3
	Ability to relate to others on all levels	1,3
	Excellent personal organisational, time management skills and task execution skills	1
	Passion for developing people to achieve their goals and aspirations	1,3
	Awareness of short-, medium- and long-term futures and demonstrate the ability to plan and impact	1,3
Training	Evidence of having undertaken further training.	1,3
Equality & Diversity	A commitment to equality and diversity with the ability to role model, adhere to and advocate the University's Equality and Diversity Policy.	1,3
Other	Willingness to work irregular hours as necessary.	3
	Commitment to observing the University's Equal Opportunities policy at all times.	3

Desirable Criteria

Area	Criteria	Stage
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Experience	Significant experience in creating personal development action plans for performance support practitioners or coaches, and leading professional development opportunities for individuals and groups	1,3
	Experience of identifying new market opportunities and successful project management	1, 3
	Sport Specific knowledge	1, 3
Qualifications	Higher degree level (or equivalent) specialising in the physical preparation of elite athletes	1,2,3
Skills and abilities	Familiar with Microsoft Office (Word, Excel, Outlook and Access).	1,3

Conditions of Service

The position is **full-time** and is **open-ended**. Salary will be confirmed on offer of appointment. The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff/Operational and Administrative 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/>