

Loughborough University National Tennis Academy Senior Strength and Conditioning Coach

Job Ref: REQ221726

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Loughborough University National Tennis Academy (LUNTA) - About the Programme

Loughborough University National Tennis Academy (LUNTA) is a transformational environment for elite junior international tennis players and forms part of the Lawn Tennis Association's (LTA) Player Pathway, targeted at developing a greater number of professional players inside the senior top 100 in both the Men's and Women's game. The individualized, pro-style, interdisciplinary training environment tailored specifically to prepare players for the demands of professional tennis supports players between the ages of 14-18 years old (as young as 11 in exceptional circumstances). From August 2024, LUNTA will become Great Britain's only National Tennis Academy for elite junior tennis players.

Our philosophy is centred around providing accelerated progress and where whole chapters of development can be turned, as well as pages. Our mission is to develop Great People, Great Performers and Great Tennis Players, through high player-care and valuing the pursuit of excellence. We are a National Tennis Academy aimed at taking players on their journey to the top of U18 International Tennis and supporting their progress beyond through a quality academic experience, coaching excellence, leading performance support and unrivalled training and competition programmes.

Job Description

JOB GRADE: Management and Specialist Grade 6 (MA6)

JOB PURPOSE:

- Work closely with the Head Coach and the Academy Manager/Head of Performance Support to develop and implement a world class and transformative player development programme, to produce players who upon departing the LUNTA meet the Pro Scholarship Programme (PSP) selection criteria and have potential to be inside the world's top 100 by nurturing both the player, performer and person
- To lead and deliver Strength and Conditioning support to LUNTA, working as part of the Academy's interdisciplinary team (IDT) to optimise the physical preparedness of the Academy players

Main roles and responsibilities:

- Develop a strength and conditioning philosophy and curriculum that is synergistic with the Academy's strategy and coaching approach
- Flexibly plan, programme and coach Strength and Conditioning sessions to Academy players, which is underpinned by sound scientific evidence and practice-based rationale
- Work closely with coaching staff and wider support team in an interdisciplinary fashion to help enhance performance by providing Strength and Conditioning support to Academy players

- Contribute to annual, phase and weekly planning within the Academy player's schedules to consider physical attribute development, training load and preparation for competition
- Travel as part of a staff team to competitions and training camps. This will include taking responsibility in the role of Team Manager on trips (in addition to leading the strength and conditioning provision), which will involve tasks such as daily scheduling, organising travel and joint responsibility with the Lead Coach for the wellbeing of staff and players
- To support the Head Coach and Academy Manager/Head of Performance Support in driving and implementing the LUNTA values and player development philosophy; and embedding a culture of proactivity and excellence across the programme to successfully achieve the National Academy objectives.
- Line manage and mentor at least one Strength and Conditioning coach as part of the LUNTA programme, with the potential to line manage more as the programme grows. This may also include line management, development and mentorship of any placement students and volunteers within the Academy

Lead the impact of Performance Nutrition support to the programme. This includes line management, mentorship and development of Performance Nutrition staff, working with the Performance Nutrition staff and the Academy Manager/Head of Performance Support

- Duty of care and safeguarding of our players and staff is of the highest priority to LUNTA. As such this person will support the Head Coach, Academy Manager/Head of Performance Support and work with the IDT to ensure policies are clearly communicated. Whilst going over and above to provide support and assistance to parents, staff and players through a planned and effectively implemented programme which visibly values and emphasises personal development and engages parents in the decision-making process.
- To contribute and be part of the Loughborough Sport Strength and Conditioning Team. This will include sharing good practice, contributing to professional development, and helping mentor placement students and volunteers
- Develop relationships with coaches, strength and conditioning coaches and other performance support staff external to Loughborough within tennis
- Participate in continuous professional development and special projects, and report pertinent findings to immediate and interdisciplinary teams
- Provide high impact feedback to coaches, parents and players and promote desirable behaviour change
- Database and track athlete training progress to inform future training direction
- Practice within the rules of the UK Strength and Conditioning Association Professional Code of Conduct, promote adherence to ethical guidance and regulations with regard to drugs and doping in sport, in line with the LTA, UK Anti-Doping (UKAD) and the Loughborough University 'Clean Sport' commitment
- The above is not an exhaustive list and roles and responsibilities may be added at the discretion of the Academy Manager/Head of Performance Support 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.

This role will be working with young people in which case a satisfactory enhanced DBS (disclosure statement) will be required.

The post is offered on a full-time open-ended basis, subject to external funding

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 Academy Manager/Head of Performance Support

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, developing athlete physical preparedness for performance in environments with highly competing demands	1,2,3
	Significant experience of working in developing elite junior/senior level athletes.	
	Significant experience of analysing the demands of sports and defining and implementing a Strength and Conditioning strategy to support performance outcomes	1,3
	Significant experience working as part of a Strength and Conditioning team and role modelling professional behaviours to junior Strength and Conditioning coaches	1,3
	Significant demonstrable experience of working closely and effectively with sports coaches and members of an interdisciplinary team to promote performance outcomes	1,3
	Significant demonstrable record of applied Strength and Conditioning continuous professional development	1,3
Skills and abilities	Ability to identify strategic areas of focus, pertaining to Strength and Conditioning, for sports performance and translate into effective operational delivery in terms of planning, programming and coaching	3
	Highly effective at delivering high impact Strength and Conditioning that is underpinned by sound scientific evidence and practice-based rationale	1,2,3
	Knowledgeable of other support services and their interplay with Strength and Conditioning within an interdisciplinary team	1,3
	Ability to critically analyse subjective information and objective data to inform Strength and Conditioning practice	2,3
	Highly adaptable to known and unknown changes in the training environment and ability to maintain athlete focus	2,3
	Very strong listening and communication skills	2,3
	High emotional intelligence and ability to operate effectively in the zone of uncomfortable debate	3
	Very effective at delivering information to positively affect player and/or coach behaviour	2,3
	Role model professional behaviours and develop the technical skills and capabilities of junior practitioners	1,3
	Ability to prioritise time to optimise impact and work effectively either independently or as part of a team	1,3
	Highly effective at fostering professional relationships with relevant parties to promote idea sharing and collaboration.	1,3

Qualifications	A postgraduate qualification at degree level in Sports Science, Strength and Conditioning or similar subject	1
	UKSCA accreditation and evidence of continual professional development in this discipline	1, 3
Training	Maintain Accreditation with UKSCA	3
	Satisfactory LTA DBS disclosure.	1, 3
	Attended, or committed to attending the LTA safeguarding course.	3
	A valid first aid certificate.	1,3
Other	Willingness to work irregular and unsociable hours as necessary	1,3
	Willingness to travel within Great Britain and overseas, including 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
Qualifications	A qualification at higher degree level specialising in physical preparation of athletes	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
	A thorough understanding of Health and Safety policies and procedures	1,3

Conditions of Service

The position is full time and open-ended, subject to external funding. This is a Grade 6 role with a competitive salary offered between £32,348 and £42,155, with opportunity for an additional market supplement for an exceptional successful candidate.

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/>