



APPLIED PERFORMANCE ANALYST

Job Ref: REQ240997

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Internationally recognised for its contribution to the study of sport, exercise and health, the School has wide-ranging expertise, encompassing such diverse areas as biomechanics, medicine, molecular and cellular biology, nutrition, pedagogy, psychology, physiology, sociology, economics and sport management.

The School has an active and ambitious plan to grow capacity and influence through developments as part of the National Centre for Sport and Exercise Medicine, Loughborough in London, and StemLab.

The School is extremely proud to hold an **Athena Swan Silver Award** since 2013, recognising the commitment and work of the School in addressing gender inequalities in Science and to improving career progress for female academics. The School is committed to ensuring that female students and staff are able to achieve their full potential; and provides a flexible and open working culture to enable staff to maintain a work-life balance.

We support our Athena SWAN initiatives by investing in:

- Bespoke leadership programmes to encourage and build confidence in women to take leadership roles.
- Working lunches where needed to enable meetings to be held between 10am and 4pm (as per our Silver Action Plan).
- Monthly coffee mornings which provide opportunities for networking and developing a sense of community within the School.
- Extra mile award which recognises the above and beyond contributions of staff from all job families and research students.

Further information about Athena SWAN and the School's commitment to uphold the Silver Award can be found at: <http://www.lboro.ac.uk/departments/ssehs/about/athena-swan/>

Research

Research within the School is characterised by excellence and breadth, and its quality was recognised by the 2014 Research Excellence Framework audit. A broad range of social and natural sciences contribute to the School's research activity which is organised within three overlapping themes:

- **Sport performance**, which aims to understand and enhance sport and exercise performance across the ability range by investigating the factors influencing, and methods for improving, human performance in sport and exercise;
- **Lifestyle for health and well-being**, which aims to improve human health and wellbeing throughout the lifespan by considering the social, behavioural and biological determinants and consequences of human lifestyles with specific emphases on physical activity, nutrition and chronic disease; and
- **Participation in sport and exercise**, which aims to analyse the sociological, economic, psychological, political, organisational and behavioural factors which inhibit and facilitate community participation in sport and exercise.

The School's research themes articulate in particular with the Sport and Exercise Beacon and the Health and Wellbeing Global Challenge which are key elements of the University's CALIBRE (Collective Ambition at Loughborough for Building Research Excellence) framework.

Further information about the School's research themes can be found at:

<http://www.lboro.ac.uk/departments/ssehs/research/> and about the University's CALIBRE framework at: <http://www.lboro.ac.uk/research/calibre/>

Job Description

Job Family & Grade: Specialist & Supporting Academic Grade 7

Job Purpose:

This new role is designed to enhance Applied Sports Science, specifically Performance Analysis, both academically and vocationally, and includes bridging the gap between academic study and vocational service delivery. It will contribute primarily to the teaching and enterprise activities of the School of Sport, Exercise and Health Sciences (SSEHS), including applied opportunities for students. It will also involve working closely with other relevant Academics and the Performance Analysis Service within Loughborough Sport to support technical leadership, quality control in delivery and promote best practice and innovation. The postholder will be expected to develop collaborative activity with Loughborough Sport in supporting the delivery of performance analysis to performance teams.

The post-holder will contribute to the integration between Loughborough Sport and SSEHS, with a specific emphasis on:

- Maximising taught and vocational opportunities for students in Performance Analysis and Applied Sports Science;
- Maximising the performance of athletes and teams; contributing to and facilitating research and innovation;
- Fostering high quality relationships and providing representation of Loughborough University on a national stage at conferences and on committees.

Job Duties:

Teaching

- To teach and inspire undergraduate and postgraduate students, and to conduct associated assessments.
- To provide academic and pastoral support to undergraduate and postgraduate students.
- To promote the use of a range of methods and techniques in teaching, learning and assessment.
- To engage in the evaluation and development of modules in areas of responsibility, in terms of content, delivery and assessment.
- To be responsible for the design and content of specific areas of teaching and learning within the School's undergraduate and postgraduate programmes.
- To support colleagues in the continuous review and development of the School's taught programmes and the curriculum.

Enterprise and Scholarship

- To engage with business, public and voluntary organisations through knowledge exchange activities such as student projects and placements, research collaboration, consultancy and specialist training.
- To create social, cultural and economic impacts from academic activity, especially research.
- To secure external funding in support of these activities.
- To seek opportunities for the commercialisation of research and the formation of social enterprises.
- To engage in appropriate scholarship activity in your discipline.

Performance Analysis Service

- To provide high level technical, theoretical and mentoring support to Performance Analysis volunteers, placements and coaching staff at Loughborough University.
- To promote appropriate best practice, innovation and research within the Performance Analysis discipline.
- To contribute to the delivery of the Performance Analysis Service such that it effectively meets its commitments to athletes and coaches, including appropriate training objectives.
- Through professional judgement and political awareness, to influence key internal and external partners to positively affect the student experience in relation to sport / performance analysis services.
- To contribute to and provide regular reports at appropriate meetings associated with the Sports Science and Medicine Service, and to key stakeholders, eg. HUDL, including colleagues from Loughborough Sport, SSEHS, EIS and NGB staff.
- To work with coaches and support staff to deliver an interdisciplinary approach to performance development.
- To develop formal CPD opportunities for performance analysis/analysts and explore the viability/opportunity of a postgraduate offer.
- To work with staff in the School to develop the concept, and ultimately deliver, the Performance Analysis aspects of the Centre for Applied Sports Science – the joint academic venture between SSEHS and

Loughborough Sport – to provide students with a unique ‘applied’ experience in conjunction with their academic course.

- To ensure professional confidentiality and liaise with athletes, primary care managers, parents, coaches and other support staff, as appropriate.
- Where appropriate, to identify and facilitate appropriate communication methods, including workshops, to inform and educate athletes, coaches and students in the effective use of Applied Performance Analysis.
- To facilitate opportunities to publicise University activities, raising the national and international profile of Loughborough University as a leading centre for performance sport and sports science.

Related Activities and Functions

- To work effectively with relevant administrative, technical and academic staff in the School and across the University.
- To carry out specific administrative roles and functions as may be reasonably required, eg. Responsible Examiner, Programme Co-ordinator, Personal Tutor, Admissions Tutor.
- To take part in and, on occasion, act as chair of one or more School working/advisory groups or committees.
- To engage in training programmes in the University (eg. through Staff Development) which are consistent with personal needs and aspirations and those of the School.
- To undertake such other duties as may be reasonably requested and that are commensurate with the nature and 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:

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 Dean of School via the Sub Dean Sport in the School of Sport, Exercise & Health Sciences.

Person Specification

Your application will be reviewed with respect to meeting the essential and desirable criteria listed below. 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

Area	Criteria	Stage
Qualifications	An outstanding educational profile up to and including first degree and/or Masters in a relevant field	1
	A recognised teaching qualification, ie. Fellowship of the HEA	1,3
Experience	Significant experience of working as a Performance Analyst within a high performance setting	1,3
	Experience of teaching and assessment at Further and/or Higher Education level	1,3
	Experience of undergraduate and postgraduate project supervision and assessment in sport	1,3
	Experience of working with a range of performance analysis equipment and software	1,3
	Previous experience of managing, supervising or mentoring staff	1,3
	Skills and abilities	Highly competent to carry out and supervise staff and/or placement students in the implementation of performance analysis practice, as well as the design of sport-specific analysis programmes
	Ability to teach and supervise undergraduate and postgraduate students	1,2,3
	Ability to identify innovations in knowledge and practice that will have practical and research impact	1,3
	Ability to provide tutorial and counselling advice to students	1,3
	Ability to work independently and as part of a team	1,3
	Excellent interpersonal and communication skills	1,2,3
	Excellent IT and data management skills	1
	Excellent organisational and time management skills	1,3
	Ability to meet deadlines and work on own initiative	1,3
Training	A willingness to undertake further training, as appropriate, and to adopt new procedures as and when required	3
Other	A willingness to work irregular hours, as necessary	3
	A commitment to observing the University's Equal Opportunities policy at all times	3

DESIRABLE

Area	Criteria	Stage
Qualifications	PhD in a relevant subject	1
Experience	Experience of working in a high quality academic environment	1,3
	Experience of successfully supervising the projects of taught and research students	1,3
	Experience of teaching and assessment at undergraduate and postgraduate level	1,3
	Experience of presenting on research or best practice at international conferences	1,3
Skills and abilities	Ability to take part in module and programme development	3
	Ability to secure research / project funding from external sources	1,3

Conditions of Service

This position is offered on a full-time, open-ended contract within the *Specialist & Supporting Academic* job family at Grade 7 (£41,526 – £49,533 per annum); 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 Academic and Related 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/>

Informal Enquiries

Informal enquiries should be made to Professor Chris Cushion, Sub Dean, Sport, via email to C.Cushion@lboro.ac.uk