

Loughborough University: Head of Performance Support and Lead Strength and Conditioning Coach NFL Academy

Job Ref: REQ241047

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.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 7

JOB PURPOSE:

- Work closely with the Loughborough University Senior Performance Programme Manager, the NFL and the NFL Academy Head Coach to develop and implement a world class and transformative player development programme, to produce an oversupply of players who upon departing the NFL Academy meet the KPI's required and have potential to be recruited into college football by nurturing both the player and person.
- As the NFL Academy Head of Performance Support (.6FTE) and Lead Strength and Conditioning Coach (.4FTE) you will be:
 - accountable for all areas related to performance support, including the integration of performance support into the overall programme and the management of the performance support team to facilitate the outcome goal/s of the programme This should be done using a collaborative approach which involves all major stakeholders.
 - accountable for the Strength and Conditioning provision of the NFL Academy, which supports the overall outcome of the NFL Academy whilst aligning with Loughborough University's strategy and coaching philosophy.

KEY RESPONSIBILITIES:

- To plan and deliver a world class programme that aligns with the aims and outcomes of the programme to the NFL Academy players and provide leadership and management to the NFL Academy staff, players and parents.
- Work collaboratively with the Head Coach and performance support staff to further develop and implement the strategy and vision for how the NFL will deliver against the aims of the programme. Including developing, planning and implementing a clear player development philosophy/structure across the NFL Academy; in addition to player development plans/processes with the performance support team fully integrated at all stages

- Working with the Strength and Conditioning Coach and other members of the Performance Support Team to develop, implement and review a Strength and conditioning programme which aligns with the aims of the programme. The programme will have sound rationale and the relevant scientific rigor.
- To develop and drive the NFL Academy values and a transformative player development philosophy whilst leading, empowering and embedding a culture of proactivity and excellence across the programme to successfully achieve the NFL Academy objectives.
- To manage and motivate the NFL Academy performance support team. Leading, coordinating and delivering a world class support service for the NFL Academy players through a fully integrated multi-disciplinary approach.
- Evaluate and monitor progress against the strategic plan objectives and individual player development objectives/plans.
- To provide updates and information required to the Senior Performance Programme Manager, Director of Performance and Development, Loughborough Sport Senior Leadership Team and the NFL as and when required
- Ensure all staff have undertaken a DBS check and safeguarding training as appropriate.
- Devise and implement effective tracking and monitoring protocols and processes for all players, ensuring this data informs the day to day and longer-term planning/delivery and in turn physical, psycho-social development and robustness of the athletes.
- To be responsible for the development of new systems and procedures designed to professionalise and develop the service. To work with in collaboration the NFL Player Health & Safety Team, Loughborough Sport and the School of Sport and Exercise Health Science (SSEHS) to create an industry recognised and world class player development pathway.
- Be abreast of the latest trends and developments within NFL and performance support in order to incorporate this thinking into the strategy. Take the lead role on strategic relationships with the NFL alongside the Head Coach.
- At all times conduct yourself with the highest integrity and in accordance with the values of the NFL, acting as an ambassador for the NFL Academy programme and Loughborough Sport.
- Duty of care and safeguarding of our players and staff is of the highest priority to the NFL. As such this person will lead on and in doing so work with the Head Coach and NFL team to ensure policies are up to date and 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.

GENERAL REQUIREMENTS:

- Contribute to the sharing of coaching ideas and skills within the high-performance educational forums available on campus.
- Participate in continuous professional development and special projects, and report pertinent findings to immediate and interdisciplinary teams
- Promote adherence to ethical guidance and regulations regarding drugs and doping in sport, in line with the NFL, UK Anti-Doping (UKAD) and the Loughborough University 'Clean Sport' commitment.

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 commitment to the University's Equity, Diversity, and Inclusion policies at all times.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Belonging and Inclusion and, where appropriate, Recruitment and Selection.

Organisational Responsibility

Reports to: Senior Performance Programme Manager

Responsible for: Performance Support team (NFL Academy) which includes the following roles:

- 1 FTE Strength and Conditioning Coach
- 3 Physiotherapists – 1 FTE, 2 x 0.5FTE
- 1 Nutritionist – 0.5FTE
- 1 Strength and Conditioning Intern
- 1 Performance Analysis Intern

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 track record and significant experience of working in developing elite junior/senior level athletes.	1,3
	Proven track record of developing an athlete from a developmental setting into an elite sport environment	1,3
	Proven track record and significant experience of leading a multi-disciplinary team of practitioners to review players' development establish and implement individual development plans.	1,2,3
	Previous experience of line management and mentorship of staff	1,3
	Evidence of effective implementation of tracking and monitoring processes, with subsequent successful impact to player's short-, medium- and long-term athlete development plan.	1,2,3
	Understand of medical governance in sport	1, 3
	Education and Qualifications	Educated to post graduate level (MSc) in a Sport Science or related course, or appropriate equivalent experience.
	UKSCA Accredited or equivalent	1
	Disclosure and Barring Service Check: This post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for a Disclosure to be made to the Disclosure and Barring Service (formerly known as CRB) to check for any previous criminal convictions.	1,3
	Attended, or committed to attending the safeguarding course.	1,3
	UKAD or equivalent	
	A valid first aid certificate.	1
Skills and Abilities	The ability to build quality working relationships with key stakeholders (parents, coaches and young people).	1,2,3
	Ability to manage, motivate and hold accountable a team of staff towards a shared goal.	1,3
	Ability to identify strategic areas of focus, pertaining to performance support, for sports performance and translate into effective operational delivery in terms of planning, programming and implementation	1,2,3
	Ability to critically analyse subjective information and objective data to inform best practice.	1,2,3
	Highly adaptable to known and unknown changes in the training environment and ability to maintain athlete focus.	1,3
	Ability to handle a high volume of communication with those they manage, work alongside and are subordinate to.	1,3

	Ability to flex their communication style based on the person and situation in front of them	
	Ability to organise themselves and others. Effective time management and task execution	1,2,3
	Demonstrates the ability for short-, medium- and long-term planning	1,2
Other	Flexibility and willingness to work irregular hours as necessary.	1,3
	To observe the University's Equal Opportunities Policy at all times.	1,3

Desirable Criteria

Area	Criteria	Stage
Experience	Proven track record and experience of working in developing elite junior/senior level athletes within American Football	1,3
	Previous experience of operating within a team-based sport	1,3

Conditions of Service

The position is offered as open ended subject to external funding (currently secured until 31st July 2027). Salary will be on [Management and Specialist Grade 7](#) at a starting salary will be confirmed on offer of employment.

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 equity and celebrates diversity and inclusion 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/>