

Wheelchair Basketball Head Coach

Full time, fixed term contract until 31st May 2027

Job Ref: REQ260106

Job Description

Job Grade: Management & Specialist Grade 6 (MA6)

Job Purpose

Responsible for leading the planning, delivery, and coaching of the Wheelchair Basketball Performance Programme at Loughborough University, with specific responsibility for leading the Loughborough Lightning women's Wheelchair Basketball team in partnership with British Wheelchair Basketball (BWB). The role will also support the development of wider wheelchair basketball initiatives delivered by Loughborough University and BWB.

Background

Loughborough University is the only university in the UK with a formal Para and Disability Sport strategy, with a vision to be To be world leaders in para and disability sport. As part of this strategy, Loughborough University is one of four High-Performance Partners (HPP) with BWB.

The HPPs will support BWB as it aims to create inspiring performances that dominate the decade of international wheelchair basketball. The HPP's provide support and development opportunities for athletes in the pathway and at senior level.

This role is an exciting and critical element of the partnership and is joint funded by BWB. It will have a mix of coaching, organisation, and administration for the wheelchair basketball high performance programme. As a member of Loughborough Sport, the post holder will work closely with other Loughborough Sport Colleagues and BWB, as well as the Loughborough Students' Athletic Union (AU) and clubs within the region.

The post holder will be closely involved with the admissions process and will be central to identifying and recruiting high quality student and non-student athletes to the programme. They will also work closely with Performance Support staff within Loughborough Sport to develop an effective sport science and sports medicine support programme for the high-performance wheelchair basketball players.

Main Duties and Responsibilities

The role will encompass several key areas of operation for the wheelchair basketball performance squad. The post holder will be expected to:

Strategic Development

- Lead on the development, implementation, and monitoring of a strategic plan for the development of wheelchair basketball at Loughborough University through positive working relationships in conjunction with Loughborough Sport, BWB, the Athletic Union and the student club committee and regional clubs/partners.

Performance Programme

- Run an effective coaching programme for the high-performance team(s) so that they can compete successfully within both the Women's Premier League and BUCS competition (University league) and, where appropriate, national (NGB) competitive structures.
- Develop and implement the annual periodised plan for training and competition, gaining feedback and peer-review from BWB Head of Coaching and Technical Development
- Work proactively to recruit high level student and non-student players to Loughborough University (and where appropriate Loughborough College), including international players.
- Co-ordinate and drive the delivery of performance support services (sports science and sports medicine) to the high-performance team(s).
- Ensure the performance environment is an inclusive, positive, learning focused environment that optimally balances the pursuit for excellence with psychological safety.
- Ensure a process of HPP and opposition game play and tactics development, implementation and critical analysis is in place pre and post every competition to identify key learnings.
- Collaborate with the core GB performance team to ensure GB selected players have optimal training and recovery in preparation for major event campaigns and to optimise the training and development for GB Podium and Pathway players based at Loughborough.
- Ensure the training and periodisation of the Women's team is in line with current research on the female athlete.
- Provide pastoral support and care to high-performance team members in conjunction with other coaching, academic and performance sport staff.
- Provide support to BWB for GB camps/competitions (on an agreed basis).
- Proactively engage with BWB accelerated coach development initiatives, attending all workshops, CPD events and one-to-one sessions as required.

Club Management

- Work with the AU Wheelchair Basketball Club to ensure that all members of the club receive high quality coaching commensurate to their ability and potential and to create an appropriate competitive structure for the high-performance team(s).
- Establish and support the training and development of additional coaching staff required for the effective delivery of the wheelchair basketball strategy at Loughborough, including recreational levels.

Budgetary Responsibilities and Review

- Work with the Senior Performance Programme Manager to prepare, manage and monitor a University budget for the high-performance squad.

- Participate in the development of income generating activities that can financially support the high-performance squad.
- Engage with regular monitoring and review processes in conjunction with BWB.

General Requirements

- Contribute to the sharing of coaching ideas and skills within the high-performance educational and sport forums available on campus.
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- If selected, release the Coach to the GB Performance Programme to support with training and competition at major international events and/or competitions for a maximum period of 16 (sixteen) days per major Junior and Senior event.
- Support the delivery and development of the wider Para and Disability Sport strategy at Loughborough University.
- Actively participate and contribute to the 'Coaching Community' of coaches on campus.
- Actively work to promote Loughborough University sport and Loughborough Students wheelchair basketball generally.
- Willingness to travel and work away from home, mainly in the UK.
- 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

Marketing & PR

- Work with other Loughborough Sport and AU staff to promote the profile of wheelchair basketball at Loughborough. This may include activities such as:
 - Providing regular information for use on, websites, social media and other promotional publications.
 - Assisting in the recruitment and/or activity related to sponsors.

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 will be necessary to work outside normal working hours including work in the evening and at weekends.

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.

The Coach or ASP must not be serving a suspension or a Period of Ineligibility from their sport for any reason other than a breach of UKAD anti-doping rules.

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Organisational Responsibility

Reports to the Senior Performance Programme Manager.

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 | Extensive and proven experience of coaching high level and/or talented young basketball players (wheelchair or running game). | 1,2,3 |
| | Proven experience in the development of long-term coaching programmes and performance planning | 1,3 |
| | Understanding of the principles and practice of Performance Analysis | 1,3 |
| Skills & abilities | Proven basketball coaching ability | 1,2,3 |
| | Knowledge of current basketball coaching and training processes | 1,2,3 |
| | Excellent communication, player management and motivation skills | 2,3 |
| | Strong leadership skills | 1,3 |
| | Ability to work within the framework of the Loughborough Sport Performance Charter | 1,3 |
| | Excellent organisational, administrative, and time-management skills. | 1,3 |
| | IT skills necessary for analysis, report writing and general communication. | 1 |
| Qualifications | BWB Level 2 coaching award, or equivalent coaching award. | 1 |
| | Educated to A Level or equivalent experience. | 1 |
| Training | Willingness to update First Aid and Health & Safety requirements for wheelchair basketball and work towards more advanced coaching awards and qualifications. | 1 |
| Other | Knowledge of the national and regional BWB landscape | 1,3 |
| | To observe the University's Equal Opportunities policy at all times. | 1 |
| | Willingness to work irregular hours as necessary. | 1 |

Desirable Criteria

| Area | Criteria | Stage |
|------------|--|-------|
| Experience | Experience of working in an inter-disciplinary team | 1,2,3 |
| | Working knowledge of Classification in Para sport and its application to wheelchair basketball | 1,3 |

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|--------------------|---|-----|
| Skills & abilities | Proven knowledge and experience of coaching wheelchair basketball | 1,3 |
| Qualifications | Sport related degree or equivalent experience | 1 |

Conditions of Service

The appointment will be subject to the [University's Terms and Conditions of Employment](#) relevant to the job grade.

Shared University Responsibilities

As a member of the Loughborough community, you are expected to:

- Take reasonable care of yourself, others and the environment, and to prevent harm by your acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Sustainability Policies & Procedures.
- Support and contribute to the University's commitment to Equity, Diversity, and Inclusion (EDI), while carrying out all duties in a way that respects these principles and upholds the right to free expression. Further information about EDI at Loughborough and our strategic aims is available on our website.

Our Purpose, Vision, and Values

Our purpose, Vision and Values underpin all that we do and shape how we work together at Loughborough.

We're proud to promote our values: **Adventurous, Collaborative, Creative, Authentic** and **Responsible**. Our people bring these values to life every day, and they are central to the positive and supportive culture that makes Loughborough unique.

If you join us, you'll be encouraged to bring these values to life in your own work and contribute to the positive, supportive culture that makes Loughborough unique.

Read more about our [vision and values](#).

Our Accreditations



We strive to create a culture that supports equity 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 career.



We are proud to be a [Race Equality Charter Member](#). The Charter aims to improve the representation, progression and success of all minority ethnic staff and students within higher education and address issues of racism within higher education institutions (HEIs).



We are proud to be a Disability Confident Employer and have adopted a proactive approach to employing disabled people and to creating a more diverse workforce. We ensure that our recruitment processes are inclusive and accessible. We guarantee to offer an interview to all applicants who have declared a disability, provided that the essential criteria for the role are met. We proactively anticipate and provide reasonable adjustments and support existing employees who acquire a disability or long-term condition to thrive in the workplace.



We are a real living wage employer, and our Living Wage Employer Mark shows our commitment to paying our staff according to the cost of living.



We are proud supporters of the [City of Sanctuary movement](#) and delighted to be recognised as a University of Sanctuary. This national network brings together, university staff, lecturers, academics, and students, who together work to make Higher Education institutions places of safety, solidarity and empowerment for people seeking sanctuary.

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.