

Loughborough Lightning Assistant Coach

Job Ref: REQ260258

School/Department summary:

Loughborough Sport is the overarching sport and physical-activity Professional Service of Loughborough University. It covers a wide spectrum: elite performance sport, recreational sport, coaching and volunteering, facilities, student clubs, and inclusive programmes.

Job Description

Job Family and Grade: Operational Services Grade 5

Job Purpose

To assist the Women's Performance Team (Loughborough Lightning) Head Football Coach in planning, implementing, and delivering a coaching programme. To contribute towards building a winning team.

Duties and Responsibilities

An exciting opportunity has arisen for a Football Coach to work at Loughborough University working with the highly talented Loughborough Lightning Football performance team. The successful candidate should have a passion for the talent development, evidence-based practice and wants to contribute towards building a successful team.

As our First Team Assistant Coach, you will assist with the planning, organisation, and coaching of the team. You will be guided by the Loughborough Way Philosophy, wider Football Strategy and women's performance plan.

Loughborough University are looking for a coach with excellent technical and tactical knowledge of the game, who can add value to a performance-based environment. The successful candidate will be expected to work alongside professional staff, performance athletes and within an interdisciplinary staff coaching team (IDT).

The successful candidate will be expected to work as necessary in line with training and competition schedules. These will largely be outside of normal office hours and at weekends, and Bank Holidays, and will involve travel across the country.

Key Tasks:

- Assist the Performance Head Coach in the planning and delivery of a coaching curriculum across Loughborough Women's Football Club.
- Lead specific sessions as required and overseen by the Head Coach.
- Assist in the delivery of a holistic coaching programme by supporting the interdisciplinary team (IDT) e.g., strength and conditioning, nutritionist analyst, etc.
- Support with performance analysis duties (team, individual, and opposition) as required.
- Provide holistic support for all players within the performance pathway and ensure their development is monitored through individual development plans.

- Work with and mentor a volunteer workforce (coaches, analysts etc.) within the AU pathway.

Responsibilities:

- Have a passion for the development, safety and welfare of all players.
- Help cultivate a performance culture and environment.
- Work with other Loughborough Sport staff to promote the profile of women's football at Loughborough University, nationally and internationally.
- Contribute to the sharing of coaching ideas and skills within the high-performance educational forums available on campus.
- To promote adherence to ethical guidelines and regulations regarding drugs and doping in sport, in line with UK Anti-Doping (UKAD) guidelines and the Loughborough University 'Clean Sport' commitment.
- Follow all university, safeguarding, first aid and data protection policies.
- Undertake additional duties as requested by your line manager from time to time.

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 women's team will train on pitch up to 3 times a week and will play their games programme on a Sunday in the FAWNL. During the season there will be approx. 4 games scheduled mid-week.

Organisational Responsibility

Reports to the Women's Football Head Coach.

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 – Criteria measured within the Application
- 2 – Criteria measured at Test/Assessment Centre/Presentation
- 3 – Criteria measured at Interview

Essential Criteria:

Area	Criteria	Stage
Experience	Experience of coaching talented female football players.	1,3
	Proven football coaching ability.	1,2,3
	Knowledge of current coaching and training processes	1,2,3
	Excellent communication, player management and motivation skills.	1,3
	Excellent organisational and time management skills	3
	IT skills necessary for analysis, report writing and general communication.	3
Qualifications	FA Level 3 / UEFA B (completed or enrolled on course)	1
Equity & Diversity	Evidence a good working knowledge of equal opportunities and understanding of diversity in the workplace.	1,3
Training	Be committed to, and actively participate in, a programme of continuing personal professional development.	1,3
	Demonstrate evidence of having undertaken further training.	1,3
Other	Willingness to work irregular hours as necessary.	1
	Knowledge of Health & Safety legislation.	1,3

Desirable Criteria: These are skills, experience and competencies that are additional extras that may be used to narrow the pool down if we receive a high volume of applications that meet the essential criteria.

Area	Criteria	Stage
Other	Knowledge of and understanding of the Women's Football Landscape; talent pathway and University Women's football.	1
	Experience of coaching at Tier 4 and above / BUCS / RTC.	1
	Experience of playing the game at a high level.	
	FA Level 4 (UEFA A) completed or enrolled on course.	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.

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.

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.