

Performance Analysis Lead

Job Ref: REQ260331

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: Management and Specialist Grade 6

Job Purpose:

To lead the delivery of Performance Analysis support for Performance Programmes at Loughborough Sport and the wider sporting network at the University. To collaborate with internal and external partners to ensure a sustainable Performance Analysis structure with Loughborough Sport.

Duties & Responsibilities:

- Lead and deploy the Loughborough Sport Performance Analysis mentors, placements and volunteers and ensure effective delivery of analysis to our allocated Performance Programmes.
- In collaboration with the SSEHS, provide line management and mentorship to Performance Analysis staff, placement students and volunteers in the provision of performance analysis support to designated Performance Programmes.
- Prepare, manage and monitor budgets as directed by Head of Performance Support.
- Work alongside other Practitioners, Discipline Leads and the Head of Performance Support to contribute to Performance Support Team strategy in providing quality and impactful support to the student-athlete.
- Drive relationships with Loughborough University Performance Programme coaches to organise and plan appropriate support mechanisms for performance analysis.
- Contribute to the development of long-term strategy surrounding performance analysis infrastructure, equipment and software. Manage the purchasing, prioritisation and maintenance of PA equipment for Loughborough Sport.
- Develop a diverse and impactful CPD programme for both placements and volunteers. With the aim to develop both technical and non-technical analytical skills and provide exposure to external practitioners and environments.
- Help foster and drive relationships with key stakeholders both internally (SSHES) and externally (NGBs) to further enhance performance analysis support at Loughborough.

- Support the Loughborough Sport Commercial Team in the management and implementation of the relationship with HUDL, Catapult and other commercial opportunities.

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 outlined in the document.

Special Conditions

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

Organisational Responsibility

Reports to the Head of Performance Support

Responsible for all performance analysis internships and work placements

Person Specification

Your application will be assessed based on the essential and desirable criteria listed below.

Applicants are strongly encouraged to explicitly demonstrate how they meet each essential (and desirable) criteria at the application stage. The criteria that you need to demonstrate in your application will be listed as Stage 1 in the table below.

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	Significant experience of operating within Performance Analysis in an elite sport environment.	1, 2, 3
	Experience of managing volunteers, placement or early career practitioners in a sport context.	1, 3
	Highly proficient in the use of HUDL and related products.	2, 3
	Strong time management, administrative and organisational skills.	1, 2, 3
Skills and abilities	Proven ability to work effectively as part of a team.	1, 3
	Experience in data visualisation and data analysis	1, 2, 3
	Experience of working within an interdisciplinary team	1,2,3
Training	Evidence of CPD courses attended and a willingness to develop further.	1, 3
Qualifications	Sport based degree qualification.	1
Other	Willingness to work irregular hours as necessary.	3
	To observe the University's Equal Opportunities and Health & Safety policies at all times.	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
Experience	Minimum of 3 years' experience as a Lead Analyst within an elite sport environment	1, 3
Skills and abilities	Budget management	1
	Understanding of Human Performance systems (ie: AMS, GPS).	2, 3

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.