

## Women's Lacrosse Coach

Job Ref: REQ260394

### 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:

The post holder will lead the delivery of coaching of the University Student Women's Lacrosse team that competes in BUCS. The role will be mainly coaching, with elements of leadership and administration. The post holder will work closely with other members of the Loughborough Sport and liaise with several internal departments and external organisations including, Loughborough Students' Athletic Union (AU) and the Loughborough Students' Lacrosse Club Committee.

- To lead, plan and implement a coaching programme for the Women's Lacrosse 1<sup>st</sup> team within the British University and College Sport (BUCS) competition.
- Support the development of a coaching programme for the Women's Lacrosse 2<sup>nd</sup> team
- Build a culture of excellence, innovation and learning that supports student athlete development throughout lacrosse at Loughborough University.

### Key Tasks:

- Run an effective coaching programme for the women's lacrosse squads so that they can compete successfully within student (BUCS) competition. This includes development of appropriate annual training programmes, covering pre-season as well as the competitive season programme.
- Plan and deliver coaching sessions in accordance with the team's development and competition needs.
- Support the club chair with the creation of a supportive but competitive club environment and delivery of an effective performance plan.
- Ensure competitive success in BUCS and other competitions as appropriate.
- Work collaboratively with the Athletic Union and wider student-athlete support network to support the development, wellbeing and performance of Athletic Union Scholars.

### Responsibilities:

#### Staff – Development and Delivery

- Work with other Loughborough Sport staff to promote the profile of lacrosse at Loughborough University, nationally and internationally.
- Work with student committees, Loughborough Sport, Athletic Union and other volunteers to ensure the smooth running of the women's lacrosse programme.
- Where necessary liaise with the English Lacrosse Association (ELA) to ensure club compliance with

ELA conduct and regulations.

- Work proactively with the club student committee to recruit high level lacrosse players to Loughborough University.
- Be responsible for team selection in conjunction with the team captains and club chairs.

### **Public Relations**

- Work with other Loughborough Sport staff to promote the profile of lacrosse at Loughborough University.

This may include activities such as:

- Providing regular information for use on Loughborough Sport or AU noticeboards, websites and other promotional publications
- Supporting club promotion events, such as providing representation at events and other club tournaments.

### **General Requirements**

- 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 with regard to drugs and doping in sport, in line with UK Anti-Doping (UKAD) guidelines and the Loughborough University 'Clean Sport' commitment.
- To carry out any other duties, commensurate with grade, that may be reasonably requested.

### **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 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.

It will be necessary to work outside normal office hours including some work in the evenings and at weekends.

### **Organisational Responsibility**

Reports to the Athletic Union Club Development Coordinator

## 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	Proven experience of coaching lacrosse players	1,2
	Proven knowledge of player development and pathways within lacrosse	1,3
	IT skills necessary for general communication and report writing	1,3
Skills and abilities	Proven lacrosse coaching ability.	1,3
	Excellent communication, player management and motivation skills	1, 3
	Excellent organisational and time- management skills	1,3
Qualifications	Willingness to update First Aid and Health and Safety requirements for lacrosse and work towards more advanced coaching awards and qualifications.	1,3
Other	Willingness to work irregular hours as necessary	1,3
	To observe the University's Equal Opportunities policy 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	Previous experience of using Microsoft Office (Word, Excel, and PowerPoint).	1,3
	Proven experience of coaching performance lacrosse	1,3
	Proven experience in the development of long-term coaching programmes catering for a range of abilities	1,3
	Proven knowledge of English Lacrosse Association and club issues	1,3
	Experience/knowledge of university level lacrosse	1, 3
Skills and abilities	ELA Level 2 coaching qualification or equivalent experience	1,3
	Sport related degree	1,3

## 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.**