



Head Coach (Throws)

Job Ref: REQ260396

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 ensure the best available Throws coaching input for Loughborough student athletes, including Para athletes, and contribute to the development of Athletics at Loughborough. Build, in conjunction with the Director of Athletics, a culture of excellence, innovation and learning that supports student athlete development throughout athletics at Loughborough University

Duties & Responsibilities:

- To plan and deliver specific throws coaching, including Para athletes, and monitor and evaluate performance, as appropriate
- To provide a focal point for delivering coaching and development initiatives across the Event Group in Athletics at Loughborough University including liaising with LSAC
- To act as a role model and mentor to all coaches within the event group
- To enhance the recruitment process across the Throws events, including Para athletes, into the Loughborough programme and provide a point of contact for potential athletes and their coaches before, during and after their time at Loughborough
- To assist in the delivery of the elite event specific competition or coaching initiatives (including fund raising), where appropriate
- To work with other event specific coaches, as appropriate, to ensure maximum benefit and improvement for all involved
- Cooperate with and/or lead the IDT or IDTs around the athletes in the Throws events
- To contribute to the sharing of coaching ideas and skills within the high-performance educational forums available on campus
- Contribute to team selection as required
- Actively work to promote Loughborough University Sport and Loughborough Athletics generally
- 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
- In conjunction with the Loughborough Sport Education and Development Manager, to ensure that all athletes attend appropriate anti-doping workshops
- Ensure that the programme promotes the mission and values of sport at Loughborough

- Input into the strategic plan, as requested by the Director of Athletics, for the development of throws at Loughborough to contribute to the achievement of the Loughborough Sport and University goals.
- Where necessary recruit, direct and manage the additional assistant coaching staff (paid and voluntary) required for the effective coaching and development of the throws squad(s).
- In conjunction with Director of Athletics, work with British Athletics (Olympic and Paralympic programmes) or other external partners to ensure our athletes are best supported and our programme sits within a national development pathway wherever possible.
- Advise the Athletic Union club on the coaching and support structure for BUCS squads, assist the club committee with areas such as the appointment of appropriate coaches, squad selection and training programmes through the pathway.
- Be abreast of the latest trends and developments within athletics in order to incorporate this thinking into your own coaching and the throws performance programme.
- Commit to developing technical understanding of Para athletes (e.g seated throws) and to development awareness of general Para specific areas (e.g. Classification).

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 and sometimes at locations away from campus - for example, during a competition.

Organisational Responsibility

Reports to the Director of Athletics

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 specific Throws coaching expertise, including Para athletes, and a wide knowledge of issues affecting all disciplines in the event group	1,2,3
	A good working knowledge of applied sports science in supporting performance	1,3
	Proven experience in the development of long-term coaching programmes	1,3
	Experience of working as part of a successful team	1,3
Skills and abilities	Strong interpersonal and listening skills	1,2,3
	Empathy with athletes and their personal coaches/support network	3
	Proven record of managing multiple tasks and prioritisation	1,3
	Excellent communication, athlete management and motivation skills	1,2,3
	Knowledge of relevant Athletics regulations and issues	1,3
	IT skills necessary for analysis, report writing and general communication	1,3
Training	Willingness to update First Aid and Health and Safety requirements and work towards more advanced coaching awards and qualifications, as required	1,3
Qualifications	UKA accredited coaching award (level 3 or Event Group) or equivalent	1,3
Other	Willingness to work irregular hours as necessary	1,3
	Drive and enthusiasm for the sport with a strong desire to make a difference	3
	Adherence to the Loughborough University 'Clean Sport' Commitment statement	1,3
	To provide a satisfactory disclosure statement (see http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/) for more details)	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	Proven experience of coaching international level performers including Para athletes	1,2,3
	Experience of University level athletics	1,3
Skills and abilities	Pastoral skills and a good understanding of young people	1,2,3
	An understanding of the wider issues surrounding talented athletes	1,3
Qualifications	Sport related degree or equivalent experience	1,3
	UKA accredited coaching award (level 4) or equivalent	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.