

Senior Strength and Conditioning Coach (England Netball)

Job Ref: REQ260437

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 (MA6)

Job Purpose:

To support and assist the National Performance Lead in leading the provision of Strength and Conditioning support to England Netball World Class Programme Athletes.

This role will involve leadership and development support to the England Netball Strength and Conditioning Team, including the setting of robust and challenging objectives and monitoring of performance.

Work with coaches and other support staff to deliver an interdisciplinary approach to performance development.

Deliver high quality strength and conditioning support to England Netball World Class Programme Athletes. Help improve performance through developing, implementing and evaluating strength and conditioning programmes that reflect scientific principles as they relate to adaptation, periodisation, peaking, tapering and injury rehabilitation.

Job Duties:

- Manage and develop the strength and conditioning service delivery and facility provision for England Netball through the programming and delivery of leading-edge strength and conditioning services.
- Lead Pathway Strength and Conditioning coaches and other support providers including taking responsibility for developing both technical and non-technical application of knowledge and conduct individual performance and development reviews
- Set challenging, robust, technical and non-technical performance and development objectives for reporting staff. Assist the National Performance Lead in regularly monitoring team performance and helping co-ordinate CPD opportunities.
- Through building meaningful professional relationships, be able to influence key internal and external partners to positively affect the athlete experience in relation to sport / strength and conditioning support.
- Contribute to, attend and provide regular reports at appropriate meetings associated with the programme and to key stakeholders including colleagues from the Loughborough Sport, SSEHS, UKSI and NGB staff.
- Ensure that the delivery of the strength and conditioning effectively meets its commitments to athletes and coaches including appropriate training objectives
- Work with coaches and support staff to deliver an interdisciplinary approach to performance development.
- Establish and develop 'value adding' and 'add-on' services through building partnerships and utilising strategic relationships with key stakeholders.
- Work within the rules of professional confidentiality, liaise with athletes, primary care managers, parents, coaches and other support staff as appropriate within the rules of the UKSCA Code of Conduct, standards and guidelines and Loughborough University.
- 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.

- Where appropriate identify and facilitate appropriate communication methods, to inform and educate athletes, coaches and students in the effective use of strength and conditioning.
- Any other duties commensurate with the grade of the post.

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

The post will require working in the evenings, weekends and on bank holidays and University closure days when required.

The post-holder will be based on the Loughborough Campus, with domestic and international travel required.

Organisational Responsibility

Organisational Report: Strength and Conditioning Discipline Lead (Loughborough Sport)

Sport Specific Discipline Lead: National Performance Lead (England Netball)

Responsible for: Pathway Strength & Conditioning Coaches ,

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 working as a coach or applied sports scientist with High Performance Athletes.	1,3
	Experience of providing Strength and Conditioning support to a professional sports team/athletes, sporting National Governing Body or a service institute (e.g. EIS, SIS)	1,3
	An ability to undertake performance management of staff to ensure their effective operation, job satisfaction and personal development including work allocation, training, performance reviews and discipline.	1,3
	Experience of working in an interdisciplinary team of support providers (coach, physiotherapists, sports massage therapists, analysts, etc.) and being able to develop performance strategies with other specialisms	1,3
	Extensive experience of analysing the demands of a sport in relation to the performance outcomes and identify the strength and conditioning requirements. To develop, implement and evaluate strength and conditioning programmes for individual athletes within these sports	1,3
	Experience of strategic planning including individual programming supported by specific diagnostics and monitoring which inform the coaching process	1,3
	Excellent coaching skills including the ability to adapt to the environment to motivate behavioural change and augment performance	1,3
Education and Qualifications	Degree level (or equivalent) in sports science or related area, specialising in physical preparation of elite athletes	1,2,3
	Appropriate UKSCA accreditation and competent to carry out and/or supervise staff in the instruction of individuals in all aspects of strength and conditioning and the prescription of sport specific, periodised programmes for all level of clients.	1
	A valid first aid certificate.	1,3
Skills and abilities	Excellent communication skills (both written and oral.)	1,3
	IT presentation skills – Powerpoint.	1
	Excellent organisational and time management skills.	1

	Ability to meet deadlines and work on own initiative.	1
	Ability to manage and motivate a team of coaches.	1,3
	Passion for developing people to achieve their goals and aspirations	1, 3
Training	Evidence of having undertaken further training.	1,3
Equity & Diversity	A commitment to equity and diversity with the ability to role model, adhere to and advocate the University's Equality and Diversity Policy.	1,3
Other	Willingness to work irregular hours as necessary.	3
	Commitment to observing the University's Equal Opportunities policy at all times.	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	Experience in creating personal development action plans for performance support practitioners or coaches, and leading professional development opportunities for individuals and groups	1,3
	Experience of identifying new market opportunities and successful project management	1, 3
Qualifications	Higher degree level (or equivalent) specialising in the physical preparation of elite athletes	1,2,3
Skills and abilities	Familiar with Microsoft Office (Word, Excel, Outlook and Access).	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.