

Strength and Conditioning Coach (England Netball)

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 (OP5)

Job Purpose:

This role will lead the design, alignment and delivery of world-class physical development across the England Netball Performance Pathway (Roses Academy, NXT Roses and Roses A), contributing to the production of athletes who are *Roses Ready* and capable of winning at senior international level.

Working as part of an integrated interdisciplinary team, the role will be responsible for translating the physical pillar of the Roses Development Framework (RDF) into applied practice, ensuring clear, consistent and progressive physical standards across all stages of the pathway.

The role will move beyond session delivery to take ownership of long-term athlete development, system alignment, and performance insight, working closely with coaches, clubs and performance staff to optimise athlete progression across environments.

Main roles and responsibilities:

- Work closely with the Pathway Head Coach and other support staff to be a key stakeholder in the Performance Pathway Plan.
- Establish and maintain clear physical benchmarks and progression standards across Academy, NXT Roses and Roses A.
- Contribute to sporting performance and development through aligned interventions with the wider support team, combining discipline expertise with training application.
- Diagnose, plan and coach Strength and Conditioning which is underpinned by sound scientific evidence and practice based rationale.
- Lead and contribute to the creation of educational resources aligned to the RDF physical pillar.
- Share best practice across England Netball and NSL Clubs and Pathways to drive system-wide improvement.

- Actively contribute to the continuous professional development of the department through regular discussion, special projects and in house continuous professional development events.
- Deliver high-quality S&C support within camps and competitions, aligned to game demands and performance outcomes.
- Implement a robust physical profiling, monitoring and reporting system
- Database and track training strategies and key performance indicators relating to your training plan.
- Practice within the rules of the UK Strength and Conditioning Association Professional Code of Conduct, Standards and Guidelines including promoting adherence to ethical guidelines and regulations with regard to drugs and doping in sport.
- The above is not an exhaustive list and roles and responsibilities commensurate with the grade may be added at the discretion of the Head of Strength and Conditioning.

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

It may be necessary to work outside normal working hours, including evenings, weekends and bank holidays. Also, work schedules may be subject to change at short notice due to the dynamic nature of the environment. As such this role qualifies for a flexibility allowance of 7.5%.

Coaches may be expected to work with young people in which case a satisfactory disclosure statement will be required (see <http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/> for more details).

Organisational Responsibility

Reports to: Strength and Conditioning Discipline Lead (Loughborough Sport)

Sport Specific Discipline Lead: Senior Strength and Conditioning Coach (England Netball)

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 practicing as a Strength and Conditioning coach with evidence of successfully contributing to both athletic development and competitive results.	1,2,3
	Significant experience of analysing the demands of sports and defining and implementing a Strength and Conditioning strategy to support performance outcomes	1,2,3
	Significant experience working as part of a Strength and Conditioning team and role modelling professional behaviours to Assistant Strength and Conditioning coaches, Paid Placements and Volunteers	1,3
	Significant evidence of being able to work as part of an interdisciplinary team and contributing to performance through effective performance planning	1,2
	Able to demonstrate regular intervals of reflection in practice and able to evidence continued professional development to develop your practice.	1,3
Skills and abilities	Able to provide strength and conditioning interventions that are underpinned by evidence based practice and align to the context of the environment.	1,2,3
	Able to understand the physical demands of sport, build aligned objectives with other support services and optimise solutions within the IDT through curiosity and iteration behaviours	1,2
	Highly adaptable to known and unknown changes in the training environment and ability to maintain athlete focus	2,3
	Ability to impact coach athlete behaviour change	2,3
	Ability to work effectively in a multisport environment balancing conflicting demands and prioritising high impact areas of work	1,3
	Highly effective at fostering professional relationships with relevant parties to promote idea sharing and collaboration.	1,3
	Have an in depth understanding of how-to performance plan based upon underpinning knowledge of physical adaptations and the tactics required to optimally elicit the relevant adaptation	2
	Have an in depth understanding of how performance tests contribute to the overall performance pan and inform training	2
	Ability to coach 1-on-1 as well as in small groups to develop meaningful relationships with athletes. Ability to link coaching to diagnostics and planning	2

	The ability to manipulate the training climate to maximise the athlete performance	2
	Demonstrate excellent interpersonal skills and ability to work alongside members of the interdisciplinary team to solve performance problems	2
Qualifications	A qualification at degree level in Sports Science or similar subject	1
	UKSCA Accreditation or equivalent qualifications with evidence of continual professional development in this discipline	1
Training	Willingness to update First Aid and Health and Safety requirements, and undertake further training as required. Maintain a recognised Strength and Conditioning qualification	3
	Interest in collaborating on relevant applied research with the School of Sports, Exercise and Health Sciences	3
Other	A thorough understanding of Health and Safety policies and procedures	1,3
	Willingness to work irregular and unsociable hours as necessary	3
	Willingness to travel within the region and throughout England including occasional overnight stays	3
	Commitment to observing the University's Equal Opportunities policy at all times	3
	To provide a satisfactory disclosure statement (see http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/ for more details)	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	Significant experience practicing Strength and Conditioning in a multi-sport environment	1
	Experience working with Para Sport	1
	Experience of working with a diverse range of athletes, both professional and student background	1
Qualifications	A qualification at higher degree level specialising in physical preparation of athletes	1
	UKSCA accreditation	1
Other	A thorough knowledge and understanding of the UK Sport Statement of Anti-Doping Policy, IOC Doping List and Doping Rules of Sport	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.

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.