

Pathway Performance Analyst – (England Netball)

Job Ref: REQ260752

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

Job Description

Job Grade: Professional Services Grade 5

Location: Loughborough Campus, with domestic and international travel required

Job Purpose

This role will deliver on the design, alignment and delivery of world-class performance analysis support 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 closely with the Pathway Head Coach, Roses Lead Performance Analyst and the wider England Netball/Loughborough Sport performance support team, the role will be aiming to provide accurate and reliable performance insights and positively impact performance, helping the England Pathway athletes to develop and progress towards being the Roses athletes of the future.

Job Duties

- With the support of the Roses Lead Analyst lead and ensure effective delivery of analysis insights to key staff within the programme.
- Work closely with coaches and technical supervisors to deliver world leading performance analysis services to Roses athletes.
- Quality assurance across the pathway performance analysis service to ensure consistent use of accurate and reliable data and produce effective and compelling analytical insights to enhance the coaching process and subsequently impact development.
- Manage specific Pathway performance analysis projects through working collaboratively with stakeholders.
- Collaborate with and support the Roses Performance Analyst on the Roses Athlete Assessment process to ensure that performance data and assessor insight play a key role in informing programme and squad selection.
- Contribute to the development of long-term strategy surrounding performance analysis infrastructure, equipment and software.
- Develop and contribute to a diverse and impactful CPD programme for performance analysis across Loughborough Sport and England Netball. 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 and externally (Clubs and NGBs) to further enhance performance analysis support at Loughborough and England Netball.
- Support the Loughborough Sport Commercial Team in the implementation of the relationship with HUDL, Catapult and other commercial opportunities to England Netball
- The above is not an exhaustive list and roles and responsibilities commensurate with the grade may be added at the discretion of the discipline lead.

General Administration

To respond to enquiries received in person, by telephone or email and take appropriate action. This will include dealing primarily with students and staff, but will also include external organisations.

To undertake general clerical duties such as photocopying, filing, binding and laminating of documents.

To provide cover for other colleagues at busy times and in cases of absence, by undertaking such duties and responsibilities which are commensurate with the grade and nature of the post.

To ensure compliance with relevant University policies and procedures.

To undertake any training and development deemed appropriate for the position by the School Operations Manager and the relevant line manager.

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 entailed.

Special Conditions

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

Organisational Responsibility

Reports to the Lboro Sport Performance Analysis Lead

Sport Specific Discipline Lead: Senior Performance Analyst (England Netball)

Responsible for: NA

Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

Essential Criteria

Area	Criteria	Stage
Experience	Previous relevant experience of working in performance analysis.	1,3
	Playing or working experience in an elite/pathway Netball setting	1,3
	Experience of using HUDL SportsCode and related products	1,3
	Experience in Data Visualisation	1,3
Skills and abilities	Flexibility and the ability to adapt to a changing work environment and travel.	1,3
	Able to work under pressure and keep to deadlines.	1,3
	Able to plan, prioritise and work independently with minimal supervision.	1,3
	Excellent interpersonal, organisational, oral and written communication skills.	1,3
	Able to deal with a variety of people in a professional manner.	1,3
	Able to work with accuracy and attention to detail.	1,2,3
	Able to maintain confidentiality.	1,3
	Excellent practical IT skills including Microsoft Office and Outlook diary management.	1,2,3
Training	Demonstrate evidence of having undertaken further subject specific CPD training.	1,3
Qualifications	A qualification at degree level in Sports Science or similar subject	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

Area	Criteria	Stage
Experience	Experience in working with female athletes	1,3
	Experience of Loughborough specific systems and procedures.	1,3
	Skills using relevant Loughborough University IT systems	1,3
Skills and abilities	Understanding and knowledge of relevant legislation eg SENDA, Data Protection Act, Freedom of Information etc.	1,3
Qualifications	A qualification at higher degree level specialising in performance analysis or similar.	

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.

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