

Graduate Strength and Conditioning Coach

Job Ref: REQ260795

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 4

Job Purpose

To deliver Strength and Conditioning support to help optimise the physical preparedness of multi-sport athletes for competition performance.

Job Duties

With direction and guidance from Senior Strength and Conditioning Coach:

- Work closely with programmes, support staff and technical coaches to help achieve performance goals by providing complimentary Strength and Conditioning support to Loughborough University students and external clients as required
- Work effectively as part of an aligned interdisciplinary team to help ensure optimal holistic athlete preparedness.
- Engage in effective coaching that is underpinned by sound scientific evidence and practice based rationale. Utilising effective performance monitoring and planning to bring the program to life.
- Actively participate in regular internal and external practitioner learning and development and special projects.
- Database and track, athlete key physical performance training indicators to inform future training direction.
- 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 may be added at the discretion of the Senior Strength and Conditioning Coach, which are commensurate with the grade.

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.

Organisational Responsibility

Reports to the: Senior Strength and Conditioning Coach

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	Experience practicing as a Strength and Conditioning coach, developing athlete physical preparedness for performance.	1,3
	Basic experience of analysing the demands of sports and defining and implementing a Strength and Conditioning strategy to support performance outcomes.	1,3
	Experience of working as part of a Strength and Conditioning team.	1,3
	Experience of working with sports coaches and members of an IDT to promote performance outcomes.	1,3
	Demonstrable record of applied Strength and Conditioning continuous professional development.	1,3
Skills and abilities	Ability to identify key areas of focus, pertaining to Strength and Conditioning, for sports performance and translate into effective operational delivery in terms of planning, performance monitoring and coaching.	3
	Competent at coaching Strength and Conditioning programmes, that are underpinned by sound scientific evidence.	1,3
	The ability to monitor key physical performance tests, that relate to the sporting demands.	1,3
	Effectively plan and program for athletes based of relevant testing data.	1,3
	Basic knowledge of other support services and their interplay with Strength and Conditioning within a IDT.	1,3
	Aware of coaching styles that meet the demands of a diverse athlete population.	3

	Strong listening and communication skills.	3
	Self awareness and basic conflict resolution skills.	3
	Effective at delivering information to positively affect player and/or coach behaviour.	3
	Possess an inquisitive mind-set and thirst to learn and develop.	1,3
	Ability to prioritise time to optimise impact and work effectively either independently or as part of a team.	1,3
	Effective at fostering professional relationships with relevant parties to promote cross pollination.	1,3
Qualifications	A qualification at degree level in Sports Science or similar subject.	1
	Recognised Strength and Conditioning qualification (or ability to obtain within 12 months) and evidence of continual professional development in this discipline.	1,3
Training	Willingness to update First Aid and Health and Safety requirements and undertake further training as required. Maintain Accreditation with UKSCA.	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.	1,3
	Willingness to travel within the region and throughout England including occasional overnight stays.	3
	Uphold and actively contribute to the University's commitment to Equity, Diversity and Inclusion.	1,3
	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	Experience practicing Strength and Conditioning in a multi-sport environment with highly competing demands.	1,3
	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
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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 principles of equity, diversity and inclusion (EDI) while carrying out all duties, behaving in a manner that treats others with dignity and respect and upholds every person's right to lawful freedom of expression, freedom of speech and academic freedom. 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.