Loughborough Sport

# STRENGTH AND CONDITIONING COACH

## Job Ref: REQ260804

### Job Description

**Job Grade: Operational Services Grade 5**

**Job Purpose:** **To deliver Strength and Conditioning support as part of a interdisciplinary team to help optimise athletic development and competitive results of multi-sport athletes**

**Main roles and responsibilities:**

- Work closely with the sport, their coaches and other support staff to be a key stake holder in that sport's Performance Plan.
- Work closely with sports, their coaches and the wider support team to help enhance performance by providing Strength and Conditioning support predominantly to Loughborough University students.
- 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.
- Actively contribute to the continuous professional development of the department through regular discussion, special projects and in house continuous professional development events.
- Be responsible for mentoring volunteer Strength and Conditioning Coaches that contribute to the sports interdisciplinary team with regard to their behaviours and competencies.
- Help mentor paid placement students within the Strength and Conditioning team with regard to behaviours and competencies.
- Ability to promote behaviour change.
- Database and track training strategies and key performance indicators relating to your training plan.
- Provide Strength and Conditioning to support the commercial arm of Loughborough Sport as and when required.
- 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.



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- 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 entailed.

**Special Conditions**

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 the Head of Strength and Conditioning.

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## 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** | 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 and 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 |

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|---|---|---|
| | 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 |
| | Demonstrate an ability to behave in a way that adheres to equitable and inclusive working practices, while respecting diversity of thought and supporting freedom of speech and expression. | 1,3 |
| | To provide a satisfactory disclosure statement (see http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/ for more details) | 3 |

**Desirable 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.

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- 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.**

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