



Lead Physical Performance Coach

Department	Strathclyde Sport		
Staff Category	Administrative and Professional	Reference No	642737
Reports To	Performance Sport Manager	Grade:	6
Salary Range:	£31,396 - £32,982	Contract Type:	Open Contract
FTE	1 (35 hours/week)	Closing Date	22/09/2024
Holidays	31 days + 11 statutory days	On Site Facilities	Car parking, sports
Pensions	Contributory pension scheme made available to all staff which includes a generous employer contribution.		
Training	Professional Development with Organisational and Staff Development Unit (OSDU) and, when required, external training.		
Family Friendly Benefits	Generous maternity, shared parental, paternity and adoption leave, on-campus nursery, holiday purchase scheme.		
Health and Wellbeing	University Sport centre, access to health and wellbeing events, occupational health, cycle to work scheme.		

Job Advert

Strathclyde Sport is seeking a passionate, ambitious and motivated practitioner who has the commitment and drive to plan, co-ordinate, coach and quality-assure World-Class Strength and Conditioning (S&C) services at the University of Strathclyde.

The successful candidate will be degree qualified in a Sport Science discipline and have a significant track record of developing and coaching gym- and 'field'- based S&C services to performance athletes across a variety of sports.

Job Description

Brief Outline of Job:

Reporting to the Performance Sport Manager, the post holder will act as the discipline-specific lead for S&C, with responsibility for providing leadership to a small team of Physical Performance Coaches.

In addition, the Lead Physical Performance Coach will design, coach and evaluate S&C programmes for identified National Governing Body partners, and University of Strathclyde FOCUSport Clubs and Performance Sport Scholars. Whilst not exhaustive, this will include the enhancement of athletes' strength, power, speed, agility and endurance whilst simultaneously reducing the volume of training days lost through injuries.

The post holder must be willing to work evenings and weekends (and the occasional early mornings) during selected periods of the year.

Main Activities/Responsibilities:

1.	Discipline-specific lead for S&C, with responsibility for providing technical direction on all aspects of S&C, as well as quality assuring the S&C services provided to external partners, and University student-athletes.
2.	Design, coach and evaluate evidence-based S&C programmes to external partners, and University FOCUSport Clubs and Performance Sport Scholars, adapting programmes based on technical competency and injury status/history.
3.	Work collaboratively with Physiotherapists and Sporting Directors / Sports Coaches to effectively manage athletes' return-to-competition from injuries.
4.	Develop and deliver lectures, practical's and student assessments on the Sport and Physical Activity Sports Practice 3 undergraduate module.
5.	Act as placement supervisor to a small number of undergraduate students, and assist the Performance Sport Manager with postgraduate applied research projects which aim to develop new knowledge in the field of S&C.
6.	Develop, implement, and monitor the annual Operational Plan for the Physical Performance Team, creating S&C coaching schedules, including arranging cover for staff absences, maintaining comprehensive holiday cover and absence records, and checking staff timesheets.
7.	Work effectively as part of a multi-disciplinary team to foster a performance culture and training environment.
8.	Build and maintain positive, open, and honest relationships with athletes, Sporting Directors, coaches, practitioners, and external partners.
9.	Document a comprehensive record of cleaning and maintenance performed in the Conditioning room, assisting the Performance Sport Manager with managing service contracts.
10.	In collaboration with the Facilities Manager and Performance Sport Manager, develop, review and adapt risk assessments and normal operating procedures to mitigate risk and ensure health and safety legislation is adhered to.
11.	Actively promote adherence to UK Anti-Doping (UKAD) guidelines.
12.	Perform any other reasonable duties requested by Senior Management which are in-line with the grade of this role.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

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| E1 | Relevant undergraduate qualification (e.g. Sports Science, Strength & Conditioning) and significant relevant work experience of applied performance sport service. |
| E2 | UKSCA accreditation or the ability to achieve accreditation with 6-months |
| E3 | UKCC Level 1 Award in Coaching Weightlifting / IRB S&C Level 1 / NSCA or ASCA |
| E4 | Accreditation (if currently not UKSCA Accredited) |
| E5 | A current emergency first aid or basic life support qualification from a recognised organisation |

Experience

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| E6 | Verifiable record of providing S&C services to athletes to improve performance against agreed performance targets |
| E7 | Substantial experience of coaching in a high-performance sport environment |
| D1 | Line management experience |
| E8 | Track record of integrating into pre-established multidisciplinary teams |
| E9 | Experience of applying long-term athletic development in programming and planning |
| D2 | Experience of working in a HE sporting environment and an understanding of the BUCS and SSS competition structures |
| D3 | Experience of competing as a competitive Weightlifter, Powerlifter, Track or Field Athlete or Gymnast |

Job Related Skills and Achievements

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| E10 | Proficient in data collection, analysis and visualisation of results using appropriate digital software |
| E11 | Analytical and innovative problem-solving skills |

E12 Ability to prioritise tasks and manage time efficiently
D4 Knowledge and understanding of Health and Safety Legislation
Personal Attributes
E13 Ambitious and proactive
E14 Excellent communication and interpersonal skills
E15 Hardworking and perseverant
E16 Discrete with confidential information
D5 Ambitious and proactive
D6 Systematic and conscientious
D7 Display a lifelong commitment to professional development
Other Relevant Factors
E17 Willing to work evenings and weekends (and the occasional early mornings) to meet the needs of dual-career athletes

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted without further permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Janice Buchanan, Performance Sport Manager (j.buchanan@strath.ac.uk).

Conditions of Employment

Conditions of employment relating to the Administrative and Professional staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

Probation

Where applicable, the successful applicant will be required to serve a 9 month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Relocation

Where applicable, the University offers a relocation package to support new employees who meet the eligibility criteria. The relocation package is offered as a contribution towards costs incurred, and is designed to be flexible, allowing staff to use the financial support available in the way that will be most helpful to them. Further details are outlined in the Relocation Policy.

Interviews

Provisionally, interviews will be held on 09/10/2024.

Equality and Diversity

The University of Strathclyde is a socially progressive institution that strives to ensure equality of opportunity and celebrates the diversity of its student and staff community. Strathclyde is people-oriented and collaborative, offering a supportive and flexible working culture with a deep commitment to our equality, diversity and inclusion charters, initiatives, groups and networks.

We strongly encourage applications from Black, Asian and minority ethnicity, women, LGBT+, and disabled candidates and candidates from lower socio-economic groups and care-experienced backgrounds.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

