

Water Polo Coach

Department	Strathclyde Sport (www.strath.ac.uk/strathclydesport/)		
Staff Category	Administrative and Professional	Reference No	437510
Reports To	Performance Sport Manager	Grade:	5
Salary Range:	£24,661 - £27,658 (incl. 5% salary enhancement for non-standard working hours)	Contract Type:	Fixed Term (36 months)
FTE	1.0 (35 hours/week) with annualised hours (weighted more heavily during academic term-time)	Closing Date	18/04/2022

Job Advert

Working in collaboration with Scottish Swimming, and three Community Water Polo Clubs, the University of Strathclyde seeks to appoint an ambitious and pro-active Water Polo Coach to support the development of Water Polo at the University and establish Strathclyde Sport as a Regional and National Performance Hub for Water Polo.

Job Description

Brief Outline of Job:

Working as part of the multidisciplinary Performance Sport Team, the post holder will be responsible for designing, coaching and evaluating Water Polo training sessions delivered to the University, Partner Water Polo Clubs (Western Baths, Kirkintilloch and Kilsyth, and Forth Valley), and a National Water Polo squad or National Academy (dependent on level of experience).

Furthermore, the role will support the development of a national player and coach pathways for Water Polo in Scotland.

The post holder must be willing to work evenings and weekends during selected periods of the year.

Main Activities/Responsibilities:

1. University of Strathclyde

1.	Design and coach all Water Polo and pool-based fitness sessions to the University Men's and Women's Water Polo squads
2.	Lead on player-selection for University Water Polo squads and team fixtures
3.	Attend and coach at least one of the University first team Water Polo fixtures weekly, and in the event that there is no fixture, observe and coach another team within the Club
4.	Support the University's Performance Sport Manager with the identification and recruitment of talented Scottish, RUK and International student-athletes to the University of Strathclyde's Water Polo FOCUSport Programme
5.	Work with the Performance Sport Manager and Club Treasurer to manage the Clubs' financial budget
6.	Support the Sports Development Manager to encourage students to lead a more active lifestyle through maintaining, reviving or kick-starting their interest in Water Polo by running 'come-and-try' initiatives and providing opportunities for recreational participation

7.	Take a lead role in the planning, promotion, administration and delivery of Holiday Water Polo Camps at Strathclyde Sport
8.	Establish Strathclyde Sport as a Regional and National Performance Hub for Water Polo

2. Community Water Polo Clubs

1.	Design and coach one 1.5-2h Water Polo or pool-based fitness session per club per week to Partner Water Polo Clubs (Western Baths, Kirkintilloch and Kilsyth and Forth Valley)
2.	Support the growth of Partner Water Polo Clubs with the identification and recruitment of players through creating, developing and maintaining partnerships with High Schools and Colleges with pools (or within walking distance to pools)

3. Scottish Swimming

1.	Support a National Water Polo squad or National Academy (dependent on level of experience)
2.	Develop and implement a development pathway from youth to senior players
3.	Develop and implement a coaching pathway
4.	Develop and implement a coach mentoring programme

4. General

1.	Devise a long-term strategy for Water Polo development in the West of Scotland, and through regular monitoring, evaluation and discussion with colleagues, identify key areas for further development of Scottish Water Polo
2.	Conduct individual and group match analysis
3.	Coordinate coaching from Assistant Performance Coaches and Specialist Skills Coaches, including student-volunteers
4.	Ensure there is a documented record of all Water Polo sessions delivered
5.	Work effectively as part of a multidisciplinary team to foster a performance culture and training environment
6.	Act as an ambassador for the University, Strathclyde Sport, the University's Water Polo and Swimming Club, and Scottish Swimming at promotional and fund-raising events
7.	Be supportive of relevant innovation and applied research projects which aim to develop new knowledge in the field of sports science and medicine, or help to manufacture resources which enhance the decision-making processes within the applied environment
8.	Actively promote adherence to UK Anti-Doping (UKAD) guidelines
9.	Develop and maintain an extensive professional network with individuals with whom to share and proactively develop best practice
10.	Perform any other reasonable duties requested by the Performance Sport Manager

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)

E1	Relevant academic qualification (HNC/HND), or if no qualification is held, significant relevant work experience of coaching
D1	Undergraduate degree in Sport Science/Coaching/Management or related degree
E2	UKCC / FINA CCP Coach Level 1 Certificate holder (or equivalent)
D2	UKCC / FINA CCP Senior Coach Level 2 Certificate holder (or equivalent)
D3	A valid emergency first aid or basic life support qualification from a recognised organisation

Experience	
E3	Verifiable record of providing coaching to Water Polo players to improve performance against agreed performance targets
E4	Track record of integrating into pre-established multidisciplinary teams
E5	Experience of working with Club or Pathway Water Polo players
D4	Experience of working in a HE sporting environment and an understanding of the BUCS competition structures
D5	Experience of budget management, including producing budget forecasts, maintaining balance sheets and writing comprehensive business plans
D6	Experience of competing as an International Water Polo player
Job Related Skills and Achievements	
E6	Analytical and innovative problem-solving skills
E7	Ability to prioritise tasks and manage time efficiently
E8	Excellent planning and organisational skills
D7	Knowledge and understanding of Health and Safety Legislation
D8	Knowledge of Child Protection Policies
Personal Attributes	
E9	An ability to energise, motivate and inspire players and colleagues
E10	Excellent communication and interpersonal skills
E11	Hardworking and perseverant
E12	Discrete with confidential information
E13	Friendly and approachable
D9	Ambitious and proactive
D10	Systematic and conscientious
E14	Receptive to feedback
E15	Display a lifelong commitment to professional development
Other Relevant Factors	
E16	Ability to commit to working evening and weekends to meet the needs of student-athletes undertaking a 'dual career'

Application Procedure

Applicants are required to complete an application form including the name of two referees who will be contacted without further permission, unless you indicate that you would prefer otherwise. 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 Dave Sykes, Performance Sport Manager (dave.sykes@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](#).

PVG Check

This position involves regulated work, making it a legislative requirement that the successful candidate becomes a member of the Protection of Vulnerable Groups Scheme. If appointed, employment with the University will not be confirmed, until membership of the Scheme has been received. The successful applicant will be precluded from working with protected groups until that time.

Probation

Where applicable, the successful applicant will be required to serve a 6 month probationary period.

Pension

The successful applicant will be eligible to join the Local Government Pension Scheme (LGPS) in Scotland. 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

Stage 1 interviews will be held week commencing 02/05/22.

Stage 2 interviews for this post will be held week commencing 16/05/2022.

Equality and Diversity

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing gender equality in academia across all academic disciplines and professional and support functions.

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.

