### Purpose of role

This post holder will be a key member of the performance team at UoN Sport, managing a team of contracted and employed S&C coaches and leading the planning and implementation of a comprehensive programme of support for designated target sports and athletes. The role holder will shape and implement the S&C delivery strategy across the High Performance Zone in the David Ross Sports Village, ensuring the safe and effective performance development of athletes and teams and the efficient allocation of resources. The role will also involve working with performance sports coaches and partner organisations based within and external to the University.

The role will support the delivery of the Vision for Sport to deliver an outstanding student sporting offer within a sector leading facility, and establish the University as the first choice for students wishing to combine a top quality education with an outstanding sporting experience.

### Main responsibilities

**Main responsibilities**

(Primary accountabilities and responsibilities expected to fulfil the role)

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<th>% time per year</th>
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<tr>
<th>1</th>
<th><strong>Strength and conditioning program lead:</strong></th>
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<tr>
<td>50%</td>
<td>Lead the design and delivery of sports specific, innovative and effective strength and conditioning programmes in collaboration with specialists, external contracted staff, coaches and sport science personnel at the University of Nottingham.</td>
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<td>50%</td>
<td>Ensure the strength and conditioning programme at the University aligns with, and is delivered in compliance with professional guidelines and recommendations.</td>
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<td>50%</td>
<td>Engage and apply knowledge of skills in Performance Sport and successfully demonstrate enhanced physical performance, injury prevention, and holistic well-being of athletes. The candidate will demonstrate this through evidenced based practice.</td>
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<td>50%</td>
<td>Work collaboratively with staff in the Sports injury clinic to develop Strength and Conditioning programs that ensure principles of science are reflected in adaptation; periodisation; peaking; tapering; injury prevention; rehabilitation; recovery and athlete screening/assessment.</td>
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- Ensure that the delivery of the strength and conditioning service effectively meets its commitments to and supports scholar athletes, performance and other relevant team athletes, coaches and partner organisations.
- Within the rules of professional confidentiality liaise with athletes, primary care managers, parents, coaches and other support staff as appropriate.
- Work within the rules of the UK Professional Code of Conduct, standards and guidelines, and, where appropriate, University/NGB codes, standards and guidelines.
- Analyse best and emerging Strength and Conditioning practice in the sector and develop the S&C program accordingly.

**Staff management:**

- Lead, motivate and line manage the Strength and Conditioning coaches on a day to day basis and follow other related HR processes.
- Develop an appropriate staffing system to ensure operational requirements and employment and health and safety legislation is met within the S&C suite.
- Provide technical leadership and mentoring support to the whole S&C delivery team to ensure development of technical and non-technical skills, taking corrective actions where necessary.
- Set challenging and robust technical objectives, regularly monitor team performance, co-ordinate and lead CPD activities and conduct individual performance reviews.
- Ensure all administration for placement students, interns and staff support is at the required standard.
- In collaboration with the Department health and safety lead, take lead responsibility for health and safety when working with athletes in the high performance zone and other related physical training environments.

**Partnership working:**

- Ensure strong communication and partnership working with partners such as NGBs, TASS, EIS and other external contractors and partners in the provision of S&C services to performance athletes at the University of Nottingham and in the local catchment.
- Work collaboratively with other external and internal deliverers of services within the High Performance Zone to ensure appropriate outcomes.
- Form a strong working relationship with relevant academic courses and support the development of collaborative projects for the mutual benefit of both the academic and sport departments.

**Service Sustainability**

- Develop and implement a range of programs and strategies within the strength and conditioning service that draw in revenue to support departmental sustainability.
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<th>5</th>
<th>Finance and reporting</th>
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<td></td>
<td>Ensure effective delivery of the TASS cohort of athletes’ strength and conditioning requirements in accordance with TASS specifications.</td>
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<td>Provide high level technical leadership, coaching and mentoring support to members of the Strength and Conditioning team.</td>
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<td>Manage a delegated budget around equipment and delivery ensuring efficient allocation of resources.</td>
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<td>Attend, contribute to and provide regular reports at appropriate meetings associated with the programme to key stakeholders.</td>
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<td>Manage the development of a comprehensive, indexed database of work conducted with athletes and coaches.</td>
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<td>Ensure all required teams and athletes have appropriate and measurable performance targets across all physical preparation elements of the program.</td>
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<td>Conduct an annual review of the Strength and Conditioning programme to ensure evidence based progression.</td>
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<td>Conduct all necessary reporting to TASS as required around Strength and conditioning delivery.</td>
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<td>Ensure that University financial processes are followed and effective fiscal management of all associated contracts.</td>
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<th>Other</th>
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<td>To fulfil line management responsibilities.</td>
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<td>Undertake a planned and agreed programme of CPD, including attendance at internal and external meetings and courses to keep abreast of best practice.</td>
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<td>To reflect a culture of performance sport at the University of Nottingham that promotes professionalism, commitment and respect.</td>
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<td>Represent the performance sport department in all areas both internally and externally at meetings, events and conferences and make appropriate presentations as required.</td>
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<td>Contribute towards raising the University’s sporting profile through representation on local, regional, national and international forums where relevant.</td>
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<td>To deliver Performance lifestyle support to TASS and scholar athletes as required.</td>
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<td>Deputise for the Assistant Director of Sport as required.</td>
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<td></td>
<td>To ensure that research and evidence informs all activity.</td>
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<td>Any other duties in line with the role grade.</td>
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## Person specification

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<th>Skills</th>
<th>Essential</th>
<th>Desirable</th>
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|        | • High level organisational and planning skills  
• Excellent interpersonal skills that build trust and respect, leading to mutually beneficial agreements amongst a range of stakeholders.  
• Conflict resolution and negotiation skills.  
• Ability to communicate effectively in a concise and confident manner, to persuade and influence a range of individuals / groups  
• Excellent presentation skills.  
• Strong IT skills including detailed use of Microsoft office packages  
• Evidenced budgetary management skills  
• Ability to work in a team and individually under pressure  
• Ability to prioritise own workload  
• Excellent problem solving and decision-making skills |  
• Understanding of relevant Health and Safety legislation  
• Knowledge of international education systems  
• Knowledge of BUCS competition structures in the HE sector |
| Knowledge and experience | • Significant employment in the provision of strength and conditioning services to athletes and coaches to improve performance  
• Experience of developing and implementing innovative ideas and putting them into practice, including working in an applied and integrated manner.  
• Experience in the provision of strength and conditioning services to performance sport. (international / professional)  
• Experience of strategic planning, implementation and monitoring of strength and conditioning to performance athletes.  
• Experience of coaching sport and/or an athlete in competitive sport.  
• Experience of working within a multi-disciplinary team in the delivery of strength and conditioning services to performance sport. |  
• Experience of working in the HE sector  
• Passion for and belief in student sport  
• Knowledge or experience of handling sensitive data and an understanding of Data Protection legislation. |
- Excellent anatomical knowledge and ability to apply this to an elite strength and conditioning setting.
- Experience of managing staff including other S&C coaches.
- Experience of partnership development and management
- Evidence of an ability to work proactively with a high level of initiative
- Experience of successful budgetary planning, management and control
- An ability to demonstrate up to date knowledge of strength and conditioning techniques and injury prevention.
- Understand and demonstrate practical application of meeting the legal and ethical requirements arising from working with talented athletes
- Demonstrated ability to analyse a range of sports in relation to their individual biomechanical needs
- An understanding of the various sports science and medicine disciplines
- An understanding of the performance requirements of high level sport in the HE sector.
- Knowledge of the multidisciplinary nature of elite athlete support and the interconnectivity between those elements

| Qualifications, certification and training (relevant to role) | • A qualification at degree level (or equivalent) in sports science specialising in the area of physical preparation of elite athletes  
• UKSCA Accredited coach status held  
• First Aid Qualification  
• Evidence of basic literacy and numeracy i.e. GCSE Maths and English Grade C or above. | • TALS qualification  
A qualification at higher degree level (or equivalent) specialising in the physical preparation of elite athletes |
| --- | --- | --- |
| Statutory, legal or special requirements | • A professional and flexible approach to work  
• Positive, self-motivated and enthusiastic  
• Passion for sport  
• Committed to providing a high level of customer service |
The University of Nottingham is focused on embedding equality, diversity and inclusion in all that we do. As part of this, we welcome a diverse population to join our workforce and therefore encourage applicants from all communities, particularly those with protected characteristics under the Equality Act 2010.
Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

**Valuing people**
Is always equitable and fair and works with integrity. Proactively looks for ways to develop the team and is comfortable providing clarity by explaining the rationale behind decisions.

**Taking ownership**
Is highly self-aware, looking for ways to improve, both taking on board and offering constructive feedback. Inspires others to take accountability for their own areas.

**Forward thinking**
Driven to question the status quo and explore new ideas, supporting the team to “lead the way” in terms of know-how and learning.

**Professional pride**
Sets the bar high with quality systems and control measures in place. Demands high standards of others identifying and addressing any gaps to enhance the overall performance.

**Always inclusive**
Ensures accessibility to the wider community, actively encouraging inclusion and seeking to involve others. Ensures others always consider the wider context when sharing information making full use of networks and connections.

Key relationships with others

![Key relationships diagram]

- **Line manager**
  - Assistant Director of Sport - Performance

- **Role holder**
  - Lead Strength and Conditioning Coach

- **Key stakeholder relationships**
  - Direct Reports - S&C Coaches
  - Colleagues - Performance sport staff team
  - Students - Scholar and BUCS athletes